



6105.0 - Australian Labour Market Statistics, July 2010

Previous ISSUE Released at 11:30 AM (CANBERRA TIME) 16/07/2010

Summary

Main Features

NOTES

FORTHCOMING ISSUES

ISSUE (QUARTER)

October 2010

January 2011

April 2011

Release Date

8 October 2010

7 January 2011

1 April 2011

DATA CONTAINED IN THIS ISSUE

The statistics shown are the latest available at 15 July 2010. Data sources for the tables in this publication are listed in Appendix 1.

Included in this issue of **Australian Labour Market Statistics** ([cat. no. 6105.0](#)) are revised labour force estimates for May 2010. Revisions have been made to original data for Northern Territory to incorporate more up-to-date source data. No other state or territory original data are affected. However, minor revisions have been observed in Australia level labour force estimates for May 2010.

Although revised estimates for May 2010 have been included in **Australian Labour Market Statistics** ([cat. no. 6105.0](#)) and also in the June edition of **Labour Force, Australia** ([cat. no. 6202.0](#)) released on 8 July 2010, revisions to May 2010 quarterly labour force estimates will not be published until the August 2010 issue of **Labour Force, Australia, Detailed, Quarterly** ([cat. no. 6291.0.55.003](#)) released on 16 September 2010.

ELECTRONIC PRODUCTS

The spreadsheets and data cubes referenced in this publication are available free of charge on the ABS website at <https://www.abs.gov.au> [Access to all ABS products & statistics - By Catalogue Number - 6. Labour Statistics and Prices].

CHANGES TO THIS ISSUE

The table containing Job Vacancies data has been changed following the reinstatement of the Job Vacancies Survey and sample redesign. Similarly, the job vacancies graph in the Labour Market Summary has been removed. For Further information on the changes to Job Vacancy Survey, refer to the **Information Paper: Reinstatement of Job Vacancies Survey** ([cat. no. 6354.0.55.001](#)).

INQUIRIES

For information about other Australian Bureau of Statistics (ABS) statistics and services, please refer to the back of this publication.

INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Market Statistics Section on Canberra (02) 6252 7206, email labour.statistics@abs.gov.au.

Labour statistics news

LABOUR STATISTICS NEWS

LABOUR THEME PAGE

The ABS Labour Topics @ a Glance page, available on the ABS website, provides a guide to the range of ABS statistics on the labour market, as well as links to the latest data released. To find the Topics @ a Glance, go to <https://www.abs.gov.au> [Topics @ a Glance - People - Labour].

SUPPLEMENTARY SURVEYS ON LABOUR TOPICS

The Monthly Population Survey comprises the Labour Force Survey and a range of supplementary surveys, which provide detailed information on a range of topics. Results from supplementary surveys on labour-related topics recently released comprise: **Employee**

Earnings, Benefits and Trade Union Membership, Australia, August 2009 (cat. no. 6310.0); **Forms of Employment, Australia, November 2009** (cat. no. 6359.0) and **Working Time Arrangements, Australia, November 2009** (cat. no. 6342.0).

REVIEW OF PURPOSE, CONTENT AND STRUCTURE OF AUSTRALIAN LABOUR MARKET STATISTICS

The ABS is undertaking a review of the way we communicate information about labour statistics to users. Part of this review will include revisiting the purpose, structure and content of this publication, **Australian Labour Market Statistics** (cat. no. 6105.0), as well as other vehicles including our newsletter and **Topics @ a Glance**. The aim is to provide the right level of information for different users, including summary statistics, news, and analytical articles. Any associated changes to this publication will be advised in future issues. If you would like further information about this review or would like to provide any feedback to contribute to the review, please contact Kirsty Leslie on 02 6252 5436 or email kirsty.leslie@abs.gov.au.

REVIEW OF USES OF LABOUR EMPLOYER BASED STATISTICS

It is important for the ABS to understand the needs of its clients so that relevant statistics are produced. The ABS is currently reviewing the uses made of the labour employer statistics produced and is seeking comments and feedback about how these data are being used. The suite of labour employer statistics under review are:

- **Average Weekly Earnings** (cat. no. 6302.0);
- **Employee Earnings and Hours** (cat. no. 6306.0);
- **Employment and Earnings, Public Sector** (cat. no. 6248.0.55.002);
- **Industrial Disputes** (cat. no. 6321.0.55.002);
- **Job Vacancies** (cat. no. 6354.0);
- **Labour Costs** (cat. no. 6348.0.55.001).

If you would like to contribute to this review, please forward your submission by email to labour.employer.surveys@abs.gov.au by no later than 6:00pm (AEST), 26 July 2010.

If you have any queries or would like to discuss your submission, please contact Manpreet Singh at manpreet.singh@abs.gov.au or on (08) 9360 5363.

FORMS OF EMPLOYMENT

In April 2010, the ABS released **Forms of Employment, Australia, November 2009** (cat. no. 6359.0) which provides information on some of the key factors relating to the nature of employment arrangements in the Australian labour market. The survey also describes some of the employment and demographic characteristics of people in different types of employment.

EMPLOYEE EARNINGS, BENEFITS AND TRADE UNION MEMBERSHIP

In May 2010, the ABS released **Employee Earnings, Benefits and Trade Union Membership, Australia, August 2009** (EEBTUM) (cat. no. 6310.0), which presents information about the distribution of weekly earnings of employees, their entitlement to paid leave (including holiday, sick, long service and maternity/paternity paid leave), superannuation contributions made by employer on behalf of employee, and trade union membership.

The 2009 Employee Benefits module of the EEBTUM survey was expanded to collect information on current employment benefits received in the last 12 months, including transport to and from work, communication and/or IT devices and child care, as well as salary sacrifice arrangements. Additional data items on employees' educational qualifications, as well as 'Whether paid a set amount or by the hour', 'Whether usually works paid or unpaid extra hours or overtime', and 'Whether paid full adult rate of pay', were also included.

New data items relating to trade union membership were also collected for the first time. These include 'Length of current trade union membership', 'Duration since previously a trade union member' and 'Previous trade union membership'. An article in this issue 'Trade union membership: Dynamics of trade union memberships' highlights findings from the new trade union membership data items.

WORKING TIME ARRANGEMENTS

In May 2010, the ABS also released **Working Time Arrangements, Australia, November 2009** (cat. no. 6342.0). This publication is released every three years and presents information about the working arrangements of employees in their main job, such as shift work, extra hours or overtime, and start and finish times. It also presents information about the patterns of employees' work in all jobs. An additional data item has been presented in the 2009 publication, 'Whether usually worked shift work and type of shift usually worked'.

For further information, see the article in this issue 'Working time arrangements: Changes to Working Time Arrangements Survey from 2006 to 2009'.

REINSTATEMENT OF THE JOB VACANCY SURVEY

As outlined in **Information Paper: Reinstatement of Job Vacancies Survey** (cat. no. 6354.0.55.001), the ABS reinstated the Job Vacancy Survey (JVS) for the November 2009 quarter.

Due to the suspension of the JVS, no original estimates were produced for five quarters between August 2008 and August 2009 inclusive. The ABS cannot produce reliable estimates by collecting this missing data retrospectively. As a consequence both seasonally adjusted and trend estimates cannot be produced until a sufficiently long time series has been established following the gap in series.

As a result of the reinstatement of JVS and sample redesign, the JVS table 7.1 within **Australian Labour Market Statistics** (cat. no. 6105.0) has been changed and the JVS graph within the Labour Market Summary has been removed.

AGGREGATE MONTHLY HOURS WORKED

A quarterly measure of aggregate monthly hours worked by four industry sectors is now available within [Labour Force, Australia](#) (cat. no. 6202.0). These sectors are market (agriculture and rest of market) and non-market (education and rest of non-market). Investigations into producing data for states and territories, and age groups, are continuing. Refer to the article '[Expansion of aggregate monthly hours worked](#)' in the January 2010 issue of [Labour Force, Australia](#) (cat. no. 6202.0).

For further information on the estimates, including the methodology used to calculate them, refer to [Information Paper: Expansion of Hours Worked Estimates from the Labour Force Survey, 2009](#) (cat. no. 6290.0.55.001), released on 8 September 2009.

EMPLOYMENT TYPE

The employment type data cube published in [Australia Labour Market Statistics](#) (cat. no. 6105.0) has been updated using estimates from the Forms of Employment Survey (FOES).

The updated data cube contains FOES data for 2008 and 2009. For 1992 to 2007, employment type estimates were derived from the Labour Force Survey and the Employee Earnings, Benefits and Trade Union Membership Survey.

For further information regarding the change in data source, refer to the explanatory notes within the employment type data cube.

REVISION TO POPULATION BENCHMARKS

As foreshadowed in the October 2009 issue of [Labour Force, Australia](#) (cat. no. 6202.0), the ABS will be revising the population benchmarks underpinning the Labour Force Survey, due to revisions made to Net Overseas Migration estimates published in September 2008 and September 2009 issues of [Australian Demographic Statistics](#) (cat. no. 3101.0).

The revisions will be applied in the July 2010 issue of [Labour Force, Australia](#) (cat. no. 6202.0), to be released on 4 August 2010.

The Labour Force Survey population benchmarks will be revised for the period July 2006 to June 2010. It is expected that the revisions will impact on level estimates, such as the number of persons employed and unemployed, but will have minimal impact on movement estimates or estimates of rates, such as the unemployment rate.

ABS EMAIL NOTIFICATION SERVICE

By subscribing to this free service, you will be kept informed via email of the latest releases of ABS products. To subscribe, follow the link from the ABS home page <<https://www.abs.gov.au>>, provide your email address, and select your topics of interest.

Recent and upcoming statistical releases

Release date/title of publication	Reference period	Catalogue number
June 2010		
Australian Economic Indicators	(a) July 2010	1350.0
Australian National Accounts: National Income, Expenditure and Product	March 2010	5206.0
Australian Social Trends	(a) June 2010	4102.0
Industrial Disputes, Australia	March quarter 2010	6321.0.55.001
Labour Force, Australia	May 2010	6202.0
Labour Force, Australia, Detailed - Electronic Delivery	May 2010	6291.0.55.001
Labour Force, Australia, Detailed, Quarterly	May 2010	6291.0.55.003
Labour Force Characteristics of Aboriginal and Torres Strait Islander Australians, Estimates from the Labour Force Survey	2009	6287.0
Labour Statistics In Brief, Australia	2010	6104.0
Year Book, Australia	2009-10	1301.0
July 2010		
Australian Economic Indicators	(a) August 2010	1350.0
Australian Labour Market Statistics	(a) July 2010	6105.0
Job Vacancies, Australia	May 2010	6354.0
Labour Force, Australia	June 2010	6202.0
Labour Force, Australia, Detailed - Electronic Delivery	June 2010	6291.0.55.001
August 2010		
Australian Economic Indicators	(a) September 2010	1350.0
Average Weekly Earnings, Australia	May 2010	6302.0
Business Indicators, Australia	June 2010	5676.0
Labour Force, Australia	July 2010	6202.0
Labour Force, Australia, Detailed - Electronic Delivery	July 2010	6291.0.55.001
Labour Price Index, Australia	June 2010	6345.0
Labour Statistics News	August 2010	6106.0
September 2010		
Australian Economic Indicators	(a) October 2010	1350.0
Australian National Accounts: National Income, Expenditure and Product	June 2010	5206.0
Australian Social Trends	(a) September 2010	4102.0
Industrial Disputes, Australia	June quarter 2010	6321.0.55.001
Job Vacancies, Australia	August 2010	6354.0
Labour Force, Australia	August 2010	6202.0
Labour Force, Australia, Detailed - Electronic Delivery	August 2010	6291.0.55.001
Labour Force, Australia, Detailed, Quarterly	August 2010	6291.0.55.003
Labour Mobility, Australia	February 2010	6209.0
October 2010		
Australian Labour Market Statistics	(a) October 2010	6105.0
Labour Force, Australia	September 2010	6202.0
Labour Force, Australia, Detailed - Electronic Delivery	September 2010	6291.0.55.001

(a) Refers to the issue of publication, not the reference period.

Labour Market Summary

LABOUR MARKET SUMMARY

KEY MEASURES

Measure			Series type	Period	Current figure	% change from	
						Previous qtr(a)	Previous year(b)
Employed							
	Persons	'000	Trend	May 10	11 044.6	0.6	2.5
	Full-time	'000	Trend	May 10	7 754.3	0.9	1.9
	Part-time	'000	Trend	May 10	3 290.2	-0.1	4.1
	Part-time employment as a proportion of total employment	%	Trend	May 10	29.8	(c)-0.2	(c)0.5
Employment to population ratio							
	Persons	%	Trend	May 10	61.7	(c)0.0	(c)0.1
	Males	%	Trend	May 10	68.4	(c)0.1	(c)0.5
	Females	%	Trend	May 10	55.2	(c)0.0	(c)-0.3
Unemployed							
	Persons	'000	Trend	May 10	610.4	-1.5	-6.6
	Looking for full-time work	'000	Trend	May 10	438.6	-2.0	-9.0
	Looking for part-time work	'000	Trend	May 10	171.7	-0.1	0.1
Unemployment rate							
	Persons	%	Trend	May 10	5.2	(c)-0.1	(c)-0.5
Long-term unemployment							
	Persons	'000	Trend	May 10	110.0	0.9	20.4
	As a proportion of total unemployment	%	Trend	May 10	18.0	(c)0.4	(c)4.1
	Long-term unemployment rate	%	Trend	May 10	0.9	(c)0.8	(c)0.8
Quarterly labour underutilisation rates							
	Unemployment rate(d)	%	Trend	May 10	5.2	(c)-0.2	(c)-0.5
	Underemployment rate	%	Trend	May 10	7.2	(c)-0.3	(c)-0.5
	Labour force underutilisation rate	%	Trend	May 10	12.3	(c)-0.5	(c)-1.1
	Children living without an employed parent(e)	%	Original	Jun 09	15.1	(c)0.0	(c)2.6
Labour force participation rate							
	Persons aged 15-64 years	%	Trend	May 10	76.1	(c)-0.1	(c)-0.3
	Total	%	Trend	May 10	65.1	(c)-0.1	(c)-0.2
Aggregate monthly hours							
	Persons	mill. hours	Trend	May 10	1 553.2	1.0	2.5
Actual hours worked							
	Average weekly hours - Persons	hours	Original	May 10	34.2	-0.3	1.5
	Average weekly hours - Full-time	hours	Original	May 10	41.5	-0.1	1.5
	Average weekly hours - Part-time	hours	Original	May 10	17.0	-0.1	2.6
Part-time workers							
	Proportion who preferred to work more hours	%	Original	May 10	24.5	(c)-2.8	(c)-2.1
Wage price index							
	Total hourly rates of pay excluding bonuses	index no.	Trend	Mar qtr 2010	103.4	0.7	2.9
Average weekly earnings							
	Full-time adult ordinary time earnings	\$	Trend	Feb 10	1 243.10	1.5	5.9
	All employees total earnings	\$	Trend	Feb 10	969.40	1.6	5.8
Industrial disputes							
	Working days lost	'000	Original	Mar qtr 2010	28.8	-35.5	148.6
	Working days lost per 1,000 employees number		Original	Mar qtr 2010	3.0	-36.3	143.8
Job vacancies(f)							
	Australia	'000	Original	May 10	164.7	-2.6	na

na not available

(a) Same period previous quarter (monthly data is presented for the middle month of each quarter).

(b) Same period previous year.

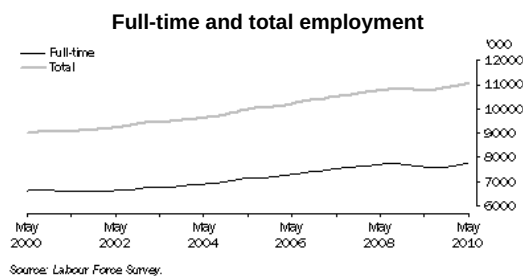
(c) Change is in percentage points.

(d) The quarterly unemployment rate is compiled using data collected in the quarter months and may differ slightly from the official monthly unemployment rate.

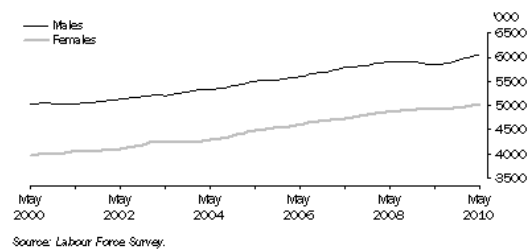
(e) As a proportion of all children aged under 15 years. See the Explanatory Notes for information on family data.

(f) As a result of the Job Vacancy Survey being suspended, no original estimates were produced for five quarters between August 2008 and August 2009 inclusive. The ABS cannot produce reliable estimates by collecting this missing data retrospectively. As a consequence, both seasonally adjusted and trend estimates cannot be produced for the five quarters.

EMPLOYMENT: TREND SERIES

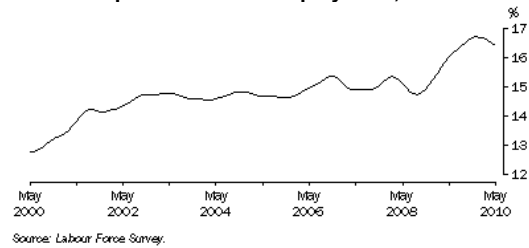


Males and females

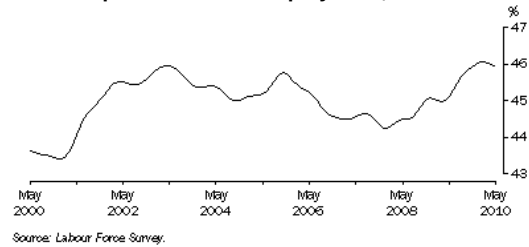


PART-TIME EMPLOYMENT: TREND SERIES

Proportion of total employment, Males

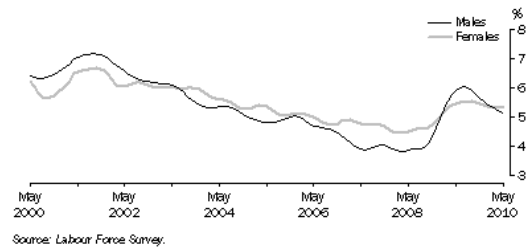


Proportion of total employment, Females



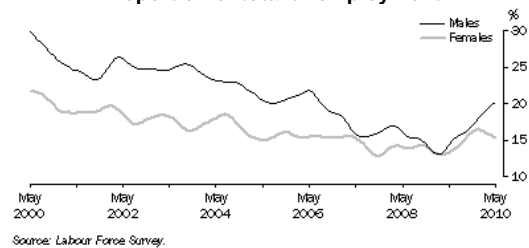
UNEMPLOYMENT RATE: TREND SERIES

Males and females



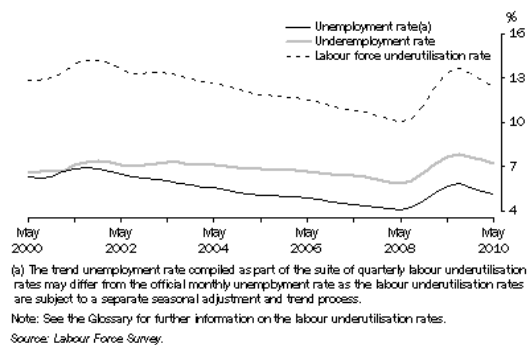
LONG-TERM UNEMPLOYMENT: TREND SERIES

Proportion of total unemployment



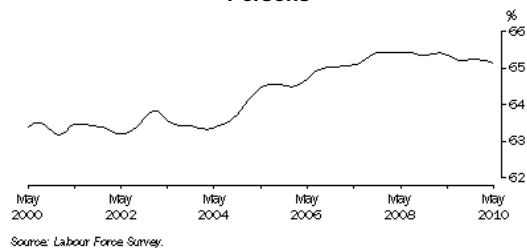
UNDERUTILISED LABOUR: TREND SERIES

Labour force underutilisation rates

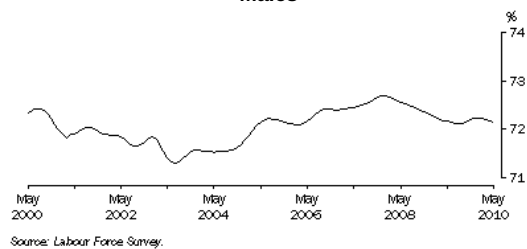


PARTICIPATION RATE: TREND SERIES

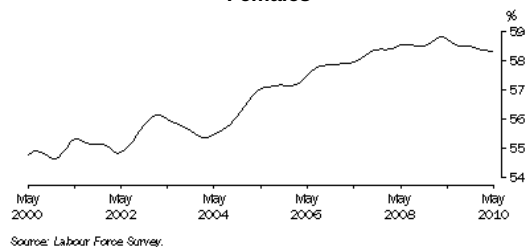
Persons



Males

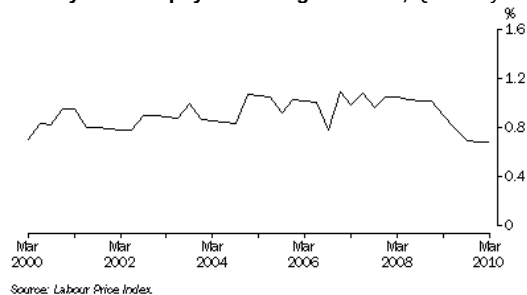


Females



WAGE PRICE INDEX: TREND SERIES

Total hourly rates of pay excluding bonuses, Quarterly change

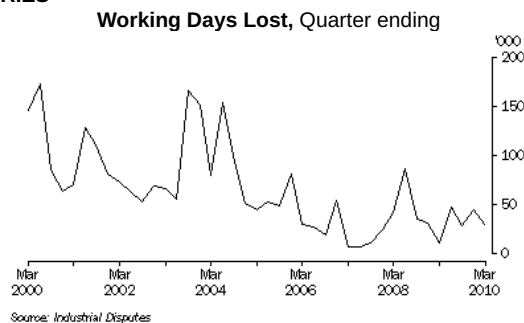


AVERAGE WEEKLY EARNINGS: TREND SERIES

Full time adult ordinary time earnings, Level



INDUSTRIAL DISPUTES: ORIGINAL SERIES



About this Release

This publication draws together labour statistics from a range of ABS household and business surveys, to provide an overall picture of the labour market. The key purpose of this publication is to raise awareness of the range of data available, so that the data can be used more effectively.

It contains tables for core data items, presenting the most recent data available at a particular date (rather than relating to a particular reference period). The publication is also used to release annual supplementary measures of labour underutilisation, including the extended labour force underutilisation rate and volume measures of labour underutilisation, and an annual time series of employment type.

It includes a range of feature articles, both analytical and technical, which will assist users in understanding and interpreting the data and will also promote the range of data available from the ABS labour statistics program. It is also used to announce changes to labour series or releases.

The publication contains brief explanatory notes, outlining each data source, but refers to the relevant releases, and to Labour Statistics: Concepts, Sources and Methods 6102.0.55.001, for more detail.

Aggregate Monthly Hours Worked

AGGREGATE MONTHLY HOURS WORKED

AGGREGATE MONTHLY HOURS WORKED PER EMPLOYED PERSON

INTRODUCTION

Anecdotal evidence abounds of employers partially weathering the storm of the recent economic downturn by reducing employee hours rather than retrenching workers. To investigate the hours worked per month by employed persons, the measure of aggregate monthly hours worked per employed person is examined.

Aggregate monthly hours worked per employed person is derived from the aggregate monthly hours worked, that is, the total number of hours worked by all employed persons in a calendar month, and from estimates of employed persons. The ABS has developed estimates of aggregate monthly hours worked by gender, full- or part-time status, and broad industry grouping, available as seasonally adjusted and trend estimates (for the period July 1978 onwards) in **Labour Force, Australia** (cat. no. 6202.0), and these estimates are not directly collected from respondents. The methodology used to produce aggregate monthly hours worked means that these are "synthetic" estimates, i.e. they are derived from information collected in the survey using analytical techniques (see the article "Aggregate Monthly Hours Worked" in **Labour Force, Australia** (cat. no. 6202.0), July 2009).

Detailed information about the labour force in Australia has been collected in the monthly Labour Force Survey since February 1978. Since this time, in line with an increase in total employed persons, the aggregate monthly hours worked has risen. While the aggregate monthly hours worked per full- and per part-time employed person has risen, the aggregate monthly hours worked per employed person has fallen, and this will be investigated in this article.

The aggregate monthly hours worked per employed person experienced significant changes during the economic downturns of the early 1980s, the early 1990s, in 2000-01 and in 2008-09. However, the behaviour of aggregate monthly hours worked per employed person during the most recent economic downturn was markedly different from that during previous economic downturns.

Between July 1978 and May 2010, aggregate monthly hours worked closely tracked total employed persons until approximately July 1998, but after this, total employed persons increased more rapidly than aggregate monthly hours worked.

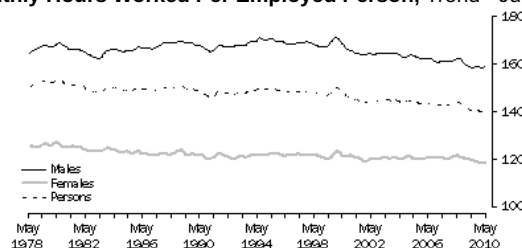
From July 1978 to May 2010, the aggregate monthly hours worked increased by 71% (from 909.6 million to 1553.2 million), while the total number of employed persons increased by 83% (from 6.0 million to 11.0 million). While the total number of employed males has increased by 56% (from 3.9 million to 6.0 million), the total number of employed females has increased more dramatically, by 132% (from 2.2 million to 5.0 million).

AGGREGATE MONTHLY HOURS WORKED PER EMPLOYED PERSON

While the aggregate monthly hours worked measures the total hours worked in the Australian labour market, the aggregate monthly hours worked per employed person indicates how many hours employed persons work per month, and how this changes over time. It is calculated by dividing aggregate monthly hours worked by the number of employed persons. Note that while aggregate monthly hours worked are based on the hours worked in the survey reference period, the measure of employed persons includes both those who were at work, and those who were away from work but still employed (for example, on holiday leave, sick leave, long service leave or maternity/paternity leave).

Between July 1978 and May 2010, the aggregate monthly hours worked per employed person has decreased by 7% for all persons (from 150.8 to 140.6 hours), with employed males experiencing a 4% decrease (from 164.8 to 158.8 hours), and employed females a 6% decrease (from 125.7 to 118.7 hours).

1. Aggregate Monthly Hours Worked Per Employed Person, Trend - July 1978 to May 2010



The aggregate monthly hours worked per employed person declined more sharply during periods of economic downturn. Following the early 1980s economic downturn, the aggregate monthly hours worked per employed male recovered to previous levels, while that for employed females did not.

Again, following the early 1990s economic downturn, the aggregate monthly hours worked per employed male recovered, while that for employed females stabilised. In contrast to the recovery in aggregate monthly hours worked per employed male following these economic downturns, there was no such recovery following the 2000-01 and 2008-09 economic downturns.

The early 2000s economic downturn affected aggregate monthly hours worked per employed male most notably, with a 4% decrease (from 171.2 hours in December 1999 to 163.9 hours in November-December 2001), which was a larger percentage decrease than in any previous (or subsequent) downturn. In all economic downturns, aggregate monthly hours worked per employed female showed a smaller percentage decrease than those of males (for example, the aggregate monthly hours worked per employed female decreased by 3%, from 123.1 hours in January 2000, to 119.0 hours in December 2001).

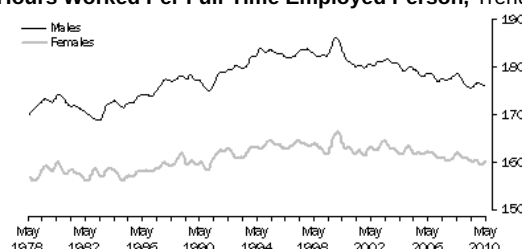
While separation of aggregate monthly hours worked per employed person by gender proves interesting, a different story emerges when considering the aggregate monthly hours of those employed either full- or part-time. This is particularly relevant when considering the high proportion of females employed part-time.

Aggregate monthly hours worked per employed person can be looked at by full- or part-time status. In the Labour Force Survey (and many other ABS household surveys), an employed person is classified as full- or part-time based on the number of hours usually worked per week (worked on average across all weeks), and this contributes to the measure of the number of full- or part-time employed persons. However, in an actual, or reference week, an employed person may work either more than 35 hours ("full-time hours") or less than 35 hours ("part-time hours"), and it is these actual hours worked in the reference week which contribute to either full- or part-time aggregate monthly hours worked. Therefore, while an employed person may be classified as full- or part-time based on the hours usually worked, the hours they worked may contribute to either full- or part-time hours worked, based on the actual hours they worked in the reference week.

AGGREGATE MONTHLY HOURS WORKED PER FULL-TIME EMPLOYED PERSON

The aggregate monthly hours worked per full-time employed male and female are shown in the graph below. Aggregate monthly hours worked per full-time employed males and females show similar trends, in that they decreased slightly between 1978 (from 170.0 hours for males, and 156.9 hours for females, in July 1978) and 1982, then rose until the early 1990s economic downturn. Recovery from this downturn began in about 1992, and aggregate monthly hours worked per employed person peaked in 2000. Following a brief recovery from the early-2000s economic downturn, the aggregate monthly hours worked per full-time employed person has in general trended down, with a current value of 176.3 hours for males, and 160.2 hours for females (in May 2010).

2. Aggregate Monthly Hours Worked Per Full-Time Employed Person, Trend - July 1978 to May 2010

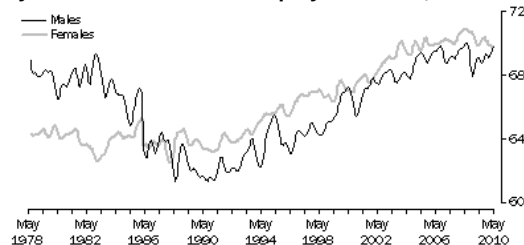


Over this 32 year period, the aggregate monthly hours worked per full-time employed male has been on average almost 17 hours higher than that of full-time employed females. This difference was smallest in February 1983, when full-time employed males worked per month on average just 10.4 hours more than full-time employed females, and was highest in August 1994, when full-time employed males worked per month on average 21.0 hours more than full-time employed females. In May 2010, the aggregate monthly hours worked per full-time employed male was 16.0 hours more than that of a full-time employed female.

AGGREGATE MONTHLY HOURS WORKED PER PART-TIME EMPLOYED PERSON

Over the same 32 year period, the variation in aggregate monthly hours worked per part-time employed male and female tells a very different story to that of aggregate monthly hours worked per full-time employed male and female.

3. Aggregate Monthly Hours Per Part-Time Employed Person, Trend - July 1978 to May 2010



In July 1978, the aggregate monthly hours worked per part-time employed male was 68.9 hours per month, and that for a part-time employed female was 64.4 hours per month. In May 2010, the aggregate part-time monthly hours worked per part-time employed male was 69.8 hours (only a 1% increase since July 1978), however for part-time employed females it was 69.8 hours (an 8% increase since July 1978).¹

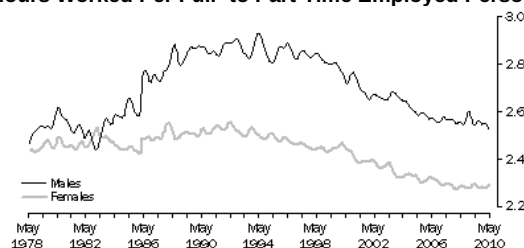
From July 1978 to mid-1986, the aggregate monthly hours worked per part-time employed male was greater than that of part-time employed females. The greatest difference in aggregate monthly hours worked per part-time employed males and females was in January 1983, when part-time employed males worked 6.6 more hours than part-time employed females. Aggregate monthly hours worked per part-time employed male fell from this high to achieve parity with aggregate monthly hours worked per part-time employed female around April 1986, at approximately 63.5 hours. Since then the aggregate monthly hours worked for part-time employed males and females have both trended up, but those of females have largely been higher than those of males. The average difference in aggregate monthly hours worked per part-time employed males and females over the period September 1990 to May 2010 is approximately one hour, that is, part-time employed males work, on average, approximately one hour less per month than part-time employed females.

In May 1994, aggregate monthly hours worked per part-time female was almost three hours greater than that of part-time employed males. As of May 2010, part-time males and part-time females work almost exactly the same aggregate monthly hours per employed person.

AGGREGATE MONTHLY HOURS WORKED PER FULL- AND PART-TIME EMPLOYED PERSON: RATIO

Another perspective looks at how many more hours full-time employed persons work than part-time employed persons, using the ratio of full- to part-time hours for both males and females. On average, aggregate monthly hours worked per full-time employed male are 2.7 times that of part-time employed males. This ratio has varied from a low of 2.4 (in January 1983) to a high of 2.9 (in May 1994), and as at May 2010 was 2.5. For employed females, the trend over the past 32 years was similar, with a maximum also in the early 1990s (May 1992), with a ratio of 2.6, and a decrease since then (to a low of 2.3 in February 2008). The average over this period was 2.4, and as of May 2010 was 2.3.

4. Ratio: Aggregate Monthly Hours Worked Per Full- to Part-Time Employed Person, Trend - July 1978 to May 2010

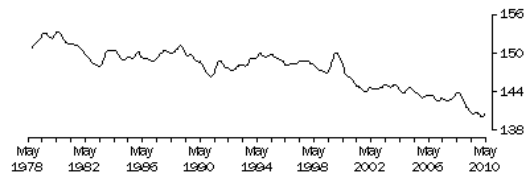


AGGREGATE MONTHLY HOURS WORKED PER EMPLOYED PERSON: TOTAL

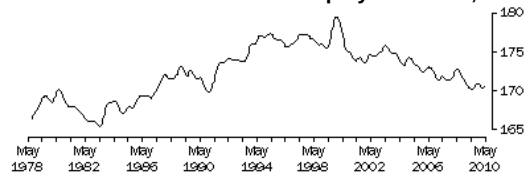
Previously in this article, the aggregate monthly hours worked per full- and part-time employed person were separated by gender, but now aggregate monthly hours worked for both genders and both full- and part-time employed persons are compared to the aggregate monthly hours worked per full- and per part-time employed persons (without gender division).

Between July 1978 and May 2010, the aggregate monthly hours worked per full-time employed person has increased 3% from 166.3 to 170.7 hours. Aggregate monthly hours worked per part-time employed person has increased 7% from 65.4 to 69.8 hours. However, for all employed persons (both full- and part-time), the aggregate monthly hours worked per employed person has decreased 7% from 150.8 to 140.6 hours.

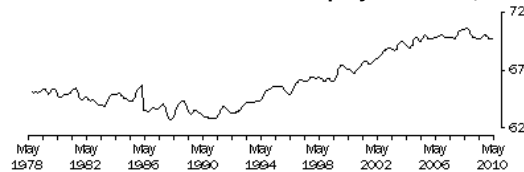
5A. Aggregate Monthly Hours Worked Per Total, Full- and Part-time Employed Person, Trend - July 1978 to May 2010



5B. Aggregate Monthly Hours Worked Per Full-Time Employed Person, Trend - July 1978 to May 2010



5C. Aggregate Monthly Hours Worked Per Part-Time Employed Person, Trend - July 1978 to May 2010



While both aggregate monthly hours per full- and part-time employed person have increased, neither aggregate monthly hours worked per full-time employed person, nor per part-time employed person, have trended exclusively up. Aggregate monthly hours worked per full-time employed person decreased to mid-1983, increased to end-1999, and has declined steadily since. Aggregate monthly hours worked per part-time employed persons has behaved differently: it decreased until the early 1990s, and since then has steadily climbed.

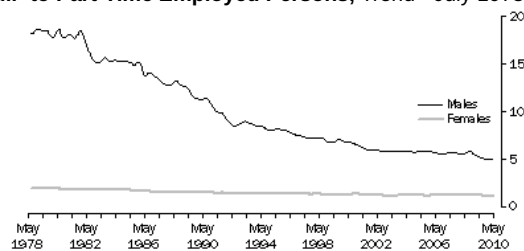
These different trends over time are one factor in explaining how aggregate monthly hours per employed person has decreased despite increases in both aggregate monthly hours per full- or part-time employed person.

Another factor in explaining the decrease in aggregate monthly hours worked per employed person despite increases in aggregate monthly hours worked per full- or part-time employed person is the changing composition of full- or part-time status of all employed persons.

Over the last 32 years the number of employed persons has increased by 82%. However, the proportion of those employed people working part-time has increased steadily (with minor variations during periods of economic downturn) from 15% in July 1978 to 30% in May 2010.

As discussed previously, since 1978, the number of employed females has increased, and many of these females work part-time: in July 1978 there were 2.0 full-time employed females for every part-time employed female (or 33.8% of females were employed part-time), and by May 2010 this ratio had fallen to 1.2 full-time employed females for every part-time employed female (45.9% of females were employed part-time).

6. Ratio: Full- to Part-Time Employed Persons, Trend - July 1978 to May 2010



For employed males this trend of decrease in ratio of full- to part-time employed is more dramatic: in July 1978, there were 18.3 full-time employed males for every part-time employed male (5.2% of males were employed part-time), yet in May 2010 this had decreased to a ratio of 5.1 full-time employed males for each part-time employed male (16.4% of males were employed part-time).

So the full-time to part-time ratio for both males and females has fallen. For males, whose percentage participation in the workforce has grown more slowly, the part- to full-time ratio has grown dramatically, resulting in a large increase in the number of part-time employed males, and for females, whose percentage participation in the workforce has grown rapidly, even a slow increase in the part- to full-time ratio results in a large increase in the number of part-time employed females.

These two factors in combination: the movements over 32 years in aggregate monthly hours worked per full- and part-time employed person, and the increasing proportion of part-time employed persons, combine to result in a decrease in aggregate monthly hours worked per employed person despite an overall increase in both aggregate monthly hours worked per full- and part-time employed persons.

AGGREGATE MONTHLY HOURS WORKED PER EMPLOYED PERSON, UNEMPLOYMENT AND UNDEREMPLOYMENT

Aggregate monthly hours worked per employed person are now briefly considered in conjunction with the unemployment and underemployment rates. During economic downturns, unemployment and underemployment rates rise, sometimes quite rapidly, and this is sometimes accompanied by a significant decrease in aggregate monthly hours worked per employed person. In the most recent economic downturn, between mid-2008 and mid-2009:

- the aggregate monthly hours worked per employed person fell 2.3% (from 143.9 hours in June 2008 to 140.6 hours in June 2009);

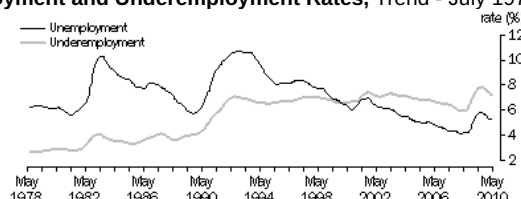
- the aggregate monthly hours worked per full-time employed person fell 1.5% (from 172.8 in June 2008 to 170.1 hours in May 2009);
- the aggregate monthly hours worked per part-time employed person fell 1.3% (from 70.6 in May 2008 to 69.7 hours in May 2009);
- the percentage of employed persons working part-time rose 1.2 percentage points (from 28.3% in June 2008 to 29.5% in June 2009);
- the unemployment rate rose 1.7 percentage points (from 4.1% in March 2008, to 5.8% in July 2009); and
- the underemployment rate rose 1.9 percentage points (from 5.9% for the quarter ending May 2008, to 7.8% for the quarter month August 2009).

These movements were clear, rapid, and well-synchronised, and contrast strongly with trends in these measures during other economic downturns.

7A. Aggregate Monthly Hours Worked Per Employed Person, Trend - July 1978 to May 2010



7B. Unemployment and Underemployment Rates, Trend - July 1978 to May 2010



For example, in the early 2000s economic downturn, aggregate monthly hours worked per part-time employed person rose steadily in concert with the increase in unemployment rate. A rise in the underemployment rate was slightly delayed with respect to this, while the aggregate monthly hours worked per full-time employed person had already begun a rapid decline at least six months beforehand. Despite a rapid rise in unemployment and underemployment rates, the early 1980s and early 1990s economic downturns were accompanied by much more ambiguous behaviour in the aggregate monthly hours worked per employed person (for both full- and part-time employed people), showing considerable variations for the duration of the downturns with neither clear upwards nor downwards trends.

In the most recent economic downturn, the decrease in aggregate monthly hours worked per both full- and part-time employed persons, and the clear trends of the relatively small increase in unemployment rate (compared to that experienced during other economic downturns, or by other countries during the same time period) and a relatively large rise in underemployment rate (larger than the unemployment rate rise), combined with the simultaneity of these movements, lends credence to claims that Australian employers responded to the recent economic downturn by decreasing the hours of both full- and part-time employed persons rather than by retrenching workers.

SUMMARY

This article described how, over the 32-year period from July 1978 to May 2010, despite a decrease in the aggregate monthly hours worked per employed person, the aggregate monthly hours worked per full- and per part-time employed person have both increased. This was explained through looking at the changes in part-time employment of both males and females over the period.

Aggregate monthly hours worked per employed person, for both all, and full- and part-time employed persons, was also compared to the unemployment and underemployment rates, particularly during the most recent economic downturn. This analysis lent support to theories that during this time, employers reduced the hours worked of full- and part-time employed persons instead of retrenching workers.

FURTHER INVESTIGATIONS

One limitation of the analysis in this article is the division of employees into either full- or part-time status. This division (on the basis of hours worked) does not consider other work conditions, such as entitlement to paid leave entitlements (one or more of sick leave, holiday leave, long service leave, or maternity/paternity leave). In some ABS surveys, employees without such leave entitlements are used as a proxy for "casual" employees. A further decomposition of aggregate monthly hours worked per employed person into those with or without paid leave entitlements would enable investigation of the validity of reports of an increasing "casualisation" of the labour force over time, and particularly how the distribution of aggregate monthly hours worked per casual employee varies during economic downturns and recoveries. A further decomposition of aggregate monthly hours worked by age groups, state or territory, industry and occupation may also yield interesting results.

NOTE

¹ The decrease in trend data in April 1986 reflects a change in the number of part-time employed persons due to a change in definition. In March 1986, the definition of employed persons was extended to include persons who worked without pay between 1 and 14 hours per week in a family business or on a farm. This extension in definition has resulted in the number of employed persons increasing by 34,900 in this month, all of these being classified as part-time employed persons.

FURTHER INFORMATION

For further information about the information presented in this article, data supporting the article or the methodology used to construct these estimates, please contact Felicity Splatt in the Labour Market Statistics National Statistical Centre on (02) 6252 7031 or email felicity.splatt@abs.gov.au.

Estimates of aggregate monthly hours worked, employed persons, the unemployment rate and the underemployment rate are available in **Labour Force, Australia** (cat. no. 6202.0), monthly in **Labour Force, Australia, Detailed - Electronic Delivery** (cat. no. 6291.0.55.001) and quarterly in **Labour Force, Australia, Detailed - Electronic Quarterly** (cat. no. 6291.0.55.003).

Trade union membership

TRADE UNION MEMBERSHIP

DYNAMICS OF TRADE UNION MEMBERSHIP

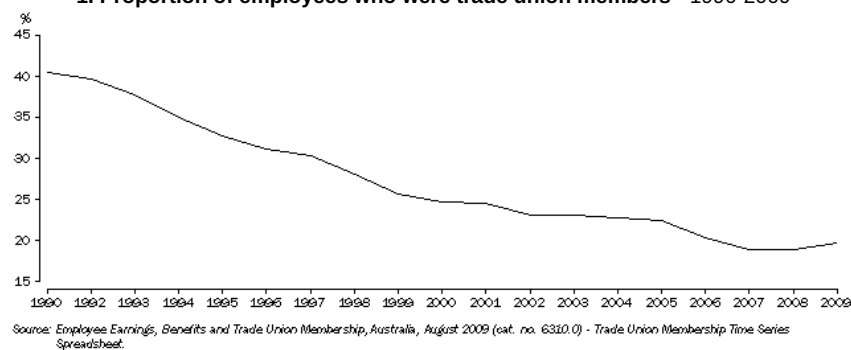
INTRODUCTION

This article explores characteristics of employees who are trade union members in Australia and changes to the levels of trade union membership over time. It also highlights a range of new information about trade union membership now available from **Employee Earnings, Benefits and Trade Union Membership, Australia, August 2009** (cat. no. 6310.0).

Trade unions have been part of the Australian industrial relations system since it was established over a century ago. As representative organisations, they campaign on behalf of their members in the negotiation of pay and conditions and represent employees in disputes and negotiations. Trade unions also lobby government in relation to a variety of issues including taxation, superannuation, child care, and social justice matters.

The industrial relations environment in Australia has changed significantly in the last two decades. The move to decentralisation and individual bargaining for all employees coincided with a reduced role for trade unions in the negotiation of pay and conditions. These changes also coincided with a sharp decline in trade union membership between 1990 to 1999, followed by a steady decline through to 2007. The first significant annual increase in the proportion of employees who were trade union members was observed in 2009, when the proportion increased by one percentage point to 20% of all employees. This is the largest percentage point increase in trade union membership in over 30 years.

1. Proportion of employees who were trade union members - 1990-2009



CHARACTERISTICS OF TRADE UNION MEMBERS

In August 2009, the number of employees who were trade union members in relation to their main job was 1.8 million or 20%. This was an increase of 82,200 from the previous year, in line with the one percentage point increase. In 2009 there were an additional 73,100 employees who were members of a trade union, but not in relation to their main job, which represented 4% of all trade union members. There were also 1.5 million employees (or 16%) who had previously been a trade union member, but are not currently a trade union member. Just under two thirds (6 million or 64%) of all employees had never been a trade union member.

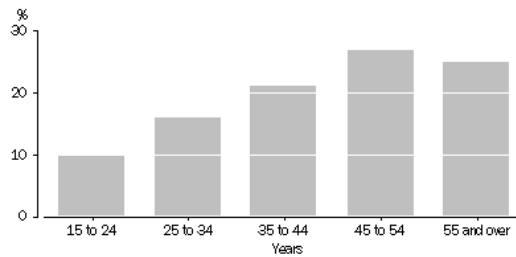
In this article, three main groups of trade union members are referred to:

- Employees who were trade union members in relation to their main job;
- Employees who were trade union members, but not necessarily in relation to their main job (all trade union members); and
- Previous trade union members.

AGE

When looking at trade union membership by age of employee, there are a number of trends observed. In 2009, the proportion of all 15 to 24 year old employees with trade union membership in their main job was 10%. This increased steadily until peaking at 27% of 45 to 54 year olds. The proportion then decreased to 25% of all 55 year olds and over, as could be expected when people enter retirement and leave the workforce.

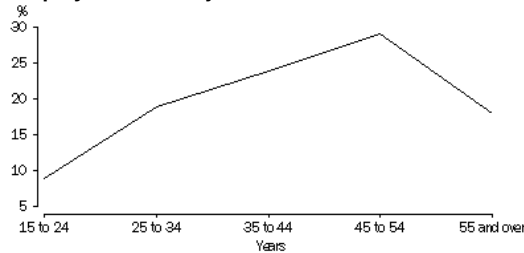
2. Proportion of all employees who were members of a trade union in main job, by age - August 2009



Source: Employee Earnings, Benefits and Trade Union Membership, Australia, August 2009 (cat. no. 6310.0).

In terms of the age distribution of all employees who were trade union members in their main job, the majority of trade union members were aged between 35 to 44 (24%) and 45 to 54 (29%), with relatively few aged between 15 to 24 (9%).

3. Age distribution of employees in main job who were members of a trade union - August 2009



Source: Employee Earnings, Benefits and Trade Union Membership, Australia, August 2009 (cat. no. 6310.0).

DURATION OF TRADE UNION MEMBERSHIP

Of all employees who were members of a trade union, the majority (63%) had been a member for 5 years or more. A further 27% had been members between 1 year and less than 5 years and the remaining 10% had been members for less than one year.

There is a strong relationship between age and duration of trade union membership. Within the younger age groups, relatively few had been a trade union member for over 5 years (5% of 15 to 24 year olds). Conversely, the vast majority of employees in the older age groups had been trade union members for five years or more (80% of 45 to 54 year olds and 84% of those aged 55 years). This reflects the likelihood that many would have joined a trade union at a time when trade union membership was more prevalent in Australia.

4. Employees who were members of a trade union in their main job, Duration of membership by Age - August 2009

	Duration less than 1 year		Duration 1 to less than 5 years		Duration 5 years or more		All trade union members	
	'000	%	'000	%	'000	%	'000	%
15 to 24	59.6	35.3	101.2	59.9	8.2	4.9	169.0	100.0
25 to 34	46.5	13.4	161.6	46.8	137.4	39.8	345.5	100.0
35 to 44	40.0	8.9	108.2	24.1	301.0	67.0	449.2	100.0
45 to 54	26.8	5.0	83.1	15.4	429.9	79.7	539.8	100.0
55 and over	11.0	3.3	40.9	12.3	279.7	84.4	331.6	100.0
All Employees	183.9	10.0	495.0	27.0	1 156.3	63.0	1 835.1	100.0

Source: Employee Earnings, Benefits and Trade Union Membership, Australia, August 2009 (cat. no. 6310.0).

INDUSTRY

The Education and training industry had the highest proportion of employees who were trade union members in their main job (42%), followed by Electricity, gas, water and waste services (41%) and Public administration and safety (38%). Industry groups with a low proportion of trade union members were Professional, scientific and technical services (4%), Accommodation and food services (5%) and Administrative and support services (9%).

The duration of trade union membership of employees who were currently members in their main job is interesting when cross classified by industry groupings. In the Electricity, gas, water and waste services industry, 81% of employees had been members for 5 years or more, indicating that membership among these employees is well established. The Accommodation and food services and Retail trade industries had the highest proportions of members with a duration of less than 1 year (24% and 21% respectively). This indicates that many employees working in these industries have only recently become trade union members.

5. Current employees who are trade union members in main job, Duration of membership and proportion of all employees - by Selected industries - August 2009

Selected industries	Duration of current trade union membership			Total trade union members '000	Trade union members as a proportion of all employees %
	Less than 1 year %	1 to less than 5 years %	5 years or more %		
Mining	*14.5	31.2	54.4	32.2	20.4

Manufacturing	7.5	22.7	69.8	196.1	21.0
Electricity, gas, water and waste services	**2.8	*15.8	81.4	49.0	40.6
Construction	12.7	33.1	54.2	120.3	18.1
Retail trade	21.0	41.9	37.1	160.0	15.2
Accommodation and food services	*23.9	38.2	37.9	32.8	4.8
Transport, postal and warehousing	9.2	27.0	63.7	152.5	31.9
Professional, scientific and technical services	**5.8	*34.4	59.8	23.1	3.7
Administrative and support services	*16.5	*33.3	50.3	24.1	8.6
Public administration and safety	7.1	22.5	70.4	244.0	38.1
Education and training	7.8	20.9	71.4	321.2	41.6
Health care and social assistance	8.9	29.4	61.8	311.7	27.3

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

Source: Employee Earnings, Benefits and Trade Union Membership, Australia, August 2009 (cat. no. 6310.0).

OCCUPATION

In terms of occupation, Machinery operators and drivers had the highest proportion of employees who were trade union members in their main job (30%), followed by Professionals at 27%. Managers had the lowest proportion at 10%. Looking at duration of membership, Sales workers had the highest proportion of employees who had been trade union members for less than 1 year (19%). For membership with a duration of 5 years or more, Managers had the highest proportion at 81%, followed by Professionals at 69%.

6. Current employees who are trade union members in main job, Duration of membership and proportion of all employees - by Occupation - August 2009

	Duration of current trade union membership			Total trade union members	Trade union members as a proportion of all employees
	Less than 1 year	1 to less than 5 years	5 years or more		
All occupations	%	%	%	'000	%
Managers	*5.5	13.9	80.6	105.2	9.9
Professionals	7.0	23.7	69.2	549.5	26.9
Technicians and trades workers	13.0	23.4	63.7	249.8	20.2
Community and personal service workers	7.7	31.2	61.2	215.6	23.4
Clerical and administrative workers	11.5	24.2	64.4	197.5	13.1
Sales workers	19.3	41.2	39.5	131.5	13.7
Machinery operators and drivers	9.7	25.2	65.2	177.8	29.8
Labourers	12.2	37.4	50.4	208.2	20.9

* estimate has a relative standard error of 25% to 50% and should be used with caution

Source: Employee Earnings, Benefits and Trade Union Membership, Australia, August 2009 (cat. no. 6310.0).

STATE AND SECTOR

Tasmania had the highest proportion of employees who were trade union members in their main job (26%), followed by 21% in New South Wales. The state or territory with the lowest proportion of employee trade union members was the Australian Capital Territory at 13%.

Of all employees in the Public sector, 46% were trade union members, compared with 14% in the Private sector. Within the Public sector, the Australian Capital Territory, which has a high proportion of public sector employees, had only 20% of trade union members, compared with 53% in both New South Wales and Queensland. In the private sector, where trade union membership is lower among employees, most states and territories had membership rates similar to the Australia total, however the Australian Capital Territory private sector had the lowest proportion of employees who were members of a trade union (8%).

PREVIOUS TRADE UNION MEMBERSHIP

In November 2009, of all employees, 1.5 million (16%) were previously trade union members. It is interesting to examine the period of time elapsed since these employees were last members of a trade union. Just over three quarters (1.1 million or 76%) of employees who were previously trade union members were members more than five years ago. This decreased sharply with 50,000 or 3% being a member of a trade union less than one year ago. This reflects the higher overall levels of trade union membership in the 1990s as shown in graph 1.

7. Employees who were previously members of a trade union in their main job, Duration since previously a member - August 2009

	Previously a trade union member	Proportion of all previous trade union members
	'000	%
Total previously a trade union member	1 452.7	100.0
Less than one year ago	49.6	3.4
1 year ago	58.1	4.0
2 years ago	89.1	6.1
3-5 years ago	156.8	10.8
More than five years ago	1 099.1	75.7

Source: Employee Earnings, Benefits and Trade Union Membership, Australia, August 2009 (cat. no. 6310.0).

Industry

When looking at the current industry of previous trade union members, the Mining industry had the highest proportion of previous trade union

members (22%), followed by Transport, postal and warehousing at 20%. The lowest proportion of previous trade union members was found in Accommodation and food services (10%). Looking at the duration since last a trade union member, Professional, scientific and technical services had the highest proportion of previous trade union members who had been members more than five years ago (84%), followed by Mining and Transport, postal and warehousing (both 80%). Electricity, gas, water and waste services had the highest proportion of previous members who were members less than one year ago (9%).

8. Employees who were previously trade union members, Duration since was last a member - by selected industries - August 2009

Selected industries	Time since was last a trade union member			Total previous trade union members '000	Previous trade union members as a proportion of all employees %
	Less than 1 year ago	One year to five years	More than five years ago		
	%	%	%		
Mining	**2.3	*17.6	80.1	34.7	22.0
Manufacturing	*2.8	19.3	78.0	164.9	17.7
Electricity, gas, water and waste services	**8.5	*22.6	68.9	18.7	15.5
Construction	*3.4	26.4	70.2	124.2	18.7
Retail trade	*3.3	23.4	73.4	113.7	10.8
Accommodation and food services	*6.5	23.0	70.4	67.0	9.8
Transport, postal and warehousing	*3.4	*16.6	80.0	92.9	19.5
Professional, scientific and technical services	**1.3	14.5	84.2	80.4	12.7
Administrative and support services	**3.2	28.6	68.3	52.3	18.7
Public administration and safety	*5.7	20.8	73.5	109.5	17.1
Education and training	**3.8	25.2	71.0	113.7	14.7
Health care and social assistance	5.4	24.1	70.6	199.5	17.5

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

Source: Employee Earnings, Benefits and Trade Union Membership, Australia, August 2009 (cat. no. 6310.0).

Occupation

When looking at current occupation, Machinery operators and drivers had the highest proportion of previous trade union members (22%), followed by Managers at 20%. In terms of duration, Managers also held the highest proportion of previous members more than five years ago (81%), followed by Clerical and administrative workers at 80%.

9. Employees who were previously trade union members, Duration since was last a member - by Occupation - August 2009

All occupations	Time since was last a trade union member			Total previous trade union members '000	Previous trade union members as a proportion of all employees %
	Less than 1 year ago	One year to five years	More than five years ago		
	%	%	%		
Managers	**1.3	17.5	81.2	207.6	19.5
Professionals	4.3	20.3	75.4	296.6	14.5
Technicians and trades workers	*3.2	25.7	71.0	182.4	14.7
Community and personal service workers	*6.8	23.6	69.6	124.1	13.5
Clerical and administrative workers	*2.6	17.0	80.4	264.2	17.6
Sales workers	**2.2	20.4	77.5	104.9	10.9
Machinery operators and drivers	*2.4	23.3	74.3	129.6	21.7
Labourers	*5.4	24.2	70.4	143.5	14.4

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

Source: Employee Earnings, Benefits and Trade Union Membership, Australia, August 2009 (cat.no.6310.0).

FURTHER INFORMATION

For further information about the information presented in this article, please contact Kathy Buck on (02) 6252 5981 or email kathy.buck@abs.gov.au. For further information about the Employee Earnings, Benefits and Trade Union Membership survey, see **Employee Earnings, Benefits and Trade Union Membership, Australia, August 2009** (cat. no. 6310.0). This publication is available free of charge on the ABS website <www.abs.gov.au>.

Working time arrangements

WORKING TIME ARRANGEMENTS

CHANGES TO WORKING TIME ARRANGEMENTS SURVEY FROM 2006 TO 2009

INTRODUCTION

In November 2009, the ABS collected the Working Time Arrangements (WTA) topic as part of the monthly population survey program. It is the second time this topic has been included since the redevelopment of the Working Arrangements survey, collected for the final time in 2003 (the first WTA topic was collected in 2006). The November 2009 **Working Time Arrangements, Australia** (cat. no. 6342.0) publication is largely comparable with the 2006 publication; however, there are several data item and question sequencing changes that are important to consider when interpreting the estimates. Several questions asked of a subset of employees (excluding Owner Managers of Incorporated Enterprises (OMIEs)) in 2006 were asked of all employees (excluding OMIEs) in 2009. The interpretation of these and other estimates requires caution in terms of comparisons over time in the working arrangements of employees (excluding OMIEs).

This article outlines the main survey changes, presents appropriate comparisons between 2006 and 2009 estimates, and describes the demographic characteristics of people who have access to various working arrangements. The addition of the data item 'Whether usually worked shift work and type of shift usually worked' to WTA (2009) are also featured.

CHANGES TO KEY DATA ITEMS

Whether had agreement with employer to work flexible hours

The group of employees (excluding OMIEs) who were asked 'Whether had agreement with employer to work flexible hours' was different in 2009 from 2006. In 2006, only employees (excluding OMIEs) who had a say in their start and finish times were then asked whether they had an agreement with their employer to work flexible hours. In 2009, however, all employees (excluding OMIEs) were asked whether they had an agreement with their employer to work flexible hours. Therefore, the apparent comparison for this data item of an increase from 23.2% in 2006 to 30.9% in 2009 is likely to be attributable to more employees (excluding OMIEs) being asked this question. The revised question sequencing in the 2009 survey provides a more meaningful use of this data item as it is fully representative of the extent of employees' (excluding OMIEs) arrangements with employers to work flexible hours. The question is no longer dependent on the response obtained from the question regarding employees having a say in their start and finish times.

Estimates from WTA (2009) using the same question sequencing as 2006 show that the proportion of people who both had an agreement with their employer to work flexible hours and had a say in their start and finish times fell slightly to 21.6%. These estimates are directly comparable with the 2006 result of 23.2%. The extent of agreements to work flexible hours in November 2009 were similar amongst full-time employees (21.7%) and part-time employees (21.2%).

Estimates from the November 2009 WTA of employees (excluding OMIEs) with an agreement to work flexible hours show some differences when looking at their relationship in their household. Of family members who were employees (excluding OMIEs), 'Lone parents with dependent children' (37%) were more likely to have an agreement with their employer, perhaps reflecting a greater need for this arrangement, while employees (excluding OMIEs) who were 'Non-dependent children' had the lowest percentage (21%).

Whether guaranteed a minimum number of hours of work

As with flexible hours agreements, the data item 'Whether guaranteed a minimum number of hours of work' used a new question sequence in 2009. In 2006, only employees who did not usually work the same number of hours each week were asked if they were guaranteed minimum hours each week, whereas the 2009 question was asked of all employees (excluding OMIEs). The 2009 survey provides a more complete picture of the extent of guaranteed minimum working hours, but again this change means the 2009 estimate is not directly comparable with the 2006 estimate.

Estimates obtained for 'Whether guaranteed a minimum number of hours of work' using the question sequencing from 2006, shows that of those not usually working the same number of hours per week, the proportion of employees (excluding OMIEs) who were guaranteed minimum hours was similar in 2009 (14.8%) to the 2006 estimate of 14.6%. In contrast, of all employees (excluding OMIEs) in November 2009, 82.8% were guaranteed a minimum number of hours.

Of all employees (excluding OMIEs) in 2009, family and non-family members in their household had a similar proportion of people being guaranteed minimum hours of work (82.7% and 83.6% respectively). For family members, 85.6% of people whose relationship in household was 'Husband, wife or partner' had guaranteed minimum hours, while the smallest percentage was among employees (excluding OMIEs) who were 'Dependent students' (44.3%).

NEW DATA ITEMS IN 2009

Whether Usually Worked Shift Work and Type of Shift Usually Worked

A new addition to WTA (2009) is 'Whether usually worked shift work and type of shift usually worked'. This expands on the question 'Whether usually worked shift work' collected in 2006. Respondents who said they usually worked shift work were then asked the type of shift usually worked from the following categories: a 'Rotating shift which periodically changes' (42.9% of all shift workers); a 'Regular evening shift' (15.1%); a 'Regular morning shift' (6.7%); a 'Regular afternoon shift' (7.9%); an 'Irregular shift' (19%); a 'Split shift' (3.5%); 'On call' (2.4%); or, 'Other' (2.6%).

There were a similar proportion of employees (excluding OMIEs) in main job who usually worked shift work in 2009 (17% or 1.4 million) compared with 2006 (16.1%). Of those who usually worked shift work, 47.6% of males and 37.2% of females worked on a 'Rotating shift which periodically changes', while 16.4% of males and 22.2% of females worked an 'Irregular shift' as part of their shift work.

SUMMARY

Working Time Arrangements is the key survey presenting information about the working arrangements and patterns of employees in their main job, which can provide insights into the work-family balance of employees. In interpreting these results it is important to consider what each data item does and does not say about the working arrangements and patterns of employees, including who is asked certain questions.

One limitation, for example, is a lack of context and explanation of the reasons why employees had no say in start and finish times or days on which they worked. In some instances, an employee's industry of main job entails an inherent lack of flexibility in terms of hours or days worked, due to legislated trading periods or conventional business operations. Certain working arrangements that are prevalent in some industries and occupations are not necessarily present in others.

The revised sequencing in the 2009 WTA topic has made some data items not directly comparable with those from the 2006 survey. However, these improvements better capture information about the working time arrangements of Australian employees. Changes in question sequencing are only made after careful consideration, and are always detailed in the publication. Details can be found under Notes - 'Changes in This Issue' and in 'Explanatory Notes'. For questions which have undergone changes, care is urged in making direct comparisons between surveys.

FURTHER INFORMATION

For further information on working time arrangements, see **Working Time Arrangements, Australia** (cat. no. 6342.0). For further details on information presented in this article contact Matt Dillon on (02) 6252 5183 or email <matt.dillon@abs.gov.au>.

Explanatory Notes

Explanatory Notes

EXPLANATORY NOTES

INTRODUCTION

1 **Australian Labour Market Statistics** brings together a range of ABS labour statistics to present a statistical summary of the Australian labour market. It has been developed primarily as a reference document, and provides a broad basis for labour analysis and research.

2 In addition to data from the Labour Force Survey (LFS), this publication contains statistics from a range of other ABS labour surveys including Average Weekly Earnings, the Labour Price Index, Job Vacancies, Employment and Earnings - Public Sector, and Industrial Disputes.

3 This publication includes international data for selected labour market indicators.

LABOUR STATISTICS CONCEPTS, SOURCES AND METHODS

4 The concepts and definitions underpinning ABS labour statistics align closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts of Australia's labour market statistics, and the sources and methods used in compiling the estimates, are presented in **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), which is available on the ABS website at <<https://www.abs.gov.au>> [Topics @ a Glance - People - Labour - **Labour Statistics: Concepts, Sources and Methods**].

5 For an explanation of terms used in this publication, refer to the Glossary.

LABOUR STATISTICS THEME PAGE

6 The Labour Statistics Topics @ a Glance page is a portal to all labour statistics and related information residing on the ABS website. The page contains hyperlinks to **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001); information about labour related surveys; and a help page for respondents to ABS labour related surveys. The Labour Topics @ a Glance Page can be accessed at <<https://www.abs.gov.au>> [Topics @ a Glance - People - Labour].

SEASONALLY ADJUSTED AND TREND ESTIMATES

7 Series in this publication include **original**, **seasonally adjusted** and **trend** series. Special care should be taken in interpreting data for the most recent months and quarters, as some of the original and all of the seasonally adjusted and trend series are subject to revision.

8 It is not uncommon for movements in original time series data and those provided from seasonally adjusted and trend series to differ. Movements in a time series of original data may reflect several factors, including:

- longer-term changes in the item being measured (i.e. trend movements);
- short-term irregular changes;
- regular seasonal influences;
- normal 'trading', 'working' or 'pay' day patterns; and
- systematic holiday effects.

9 Seasonal adjustment is a means of removing the estimated effects of normal seasonal variation from the series so that the effects of other influences on the series can be more clearly recognised. Seasonal adjustment does not aim to remove the irregular or non-seasonal influences which may be present in any particular month. This means that month-to-month movements of the seasonally adjusted estimates may not be reliable indicators of trend behaviour.

10 The Labour Force Survey uses the concurrent seasonal adjustment method to derive seasonal factors. Concurrent seasonal adjustment uses data up to the current month to estimate seasonal factors for the current and all previous months. This process can result in revisions each month to estimates for earlier periods. However, in most instances, the only noticeable revisions will be to the seasonally adjusted estimates for the previous month and one year prior to the current month.

11 Seasonal adjustment is able to remove the effect of events which occur at the same time in the survey every year. However, there are some events, like holidays, which are not always at the same time in the survey cycle or which are not at the same time across Australia. The effects of these types of events on Labour Force Survey estimates cannot in all cases be removed, because the pattern of their effects

cannot be determined. However, two events which are adjusted for in the seasonally adjusted series are the January interview start date and the timing of Easter.

12 Trend estimates help the user to identify the underlying magnitude and direction of a time series. Seasonal adjustment removes the effect of the last three listed influences from the data, leaving only trend and short-term irregular movements. Trend estimates are then obtained by removing the effects of the short-term irregularities, which in some series can be a major contributor to movements in the original data.

13 Trend estimates are produced by smoothing the seasonally adjusted series using a statistical procedure based on Henderson moving averages. At each time point in a series, a trend estimate is calculated using a centred x-term Henderson moving average of the seasonally adjusted series. The moving averages are centred on the point in time at which the trend is being estimated. The number of terms used to calculate the trend varies across surveys. Generally, ABS monthly surveys use a 13-term moving average and quarterly surveys use a 7-term moving average.

14 Estimates for the most recent time points cannot be calculated using the centred average method as there are insufficient data to do so. Instead, alternative approaches that approximate the smoothing properties of the Henderson moving average are used. This can lead to revision in the trend estimates for the most recent time periods until sufficient data are available to calculate the trend using the centred Henderson moving average. Revisions of trend estimates will also occur with revisions to the original data and re-estimation of seasonal adjustment factors.

15 Seasonal factors are reviewed at least annually for ABS labour series, to take account of additional original data. The results of the latest reviews were used to compile the trend estimates given in this publication. For further information about the most recent reviews of seasonal factors for the labour surveys, see the following publications:

- for labour force see **Labour Force, Australia** (cat. no. 6202.0);
- for labour price index see **Labour Price Index, Australia** (cat. no. 6345.0); and
- for average weekly earnings see **Average Weekly Earnings, Australia** (cat. no. 6302.0).

16 The general methods used in the ABS for estimating trends are described in **Information Paper: A Guide to Interpreting Time Series - Monitoring Trends** (cat. no. 1349.0).

RELIABILITY OF ESTIMATES

17 Estimates in this publication are subject to two types of error:

- sampling error - errors that occur because the data were obtained from a sample rather than the entire population; and
- non-sampling error - errors that occur at any stage of a survey and can also occur in a census, e.g. incorrect responses to questions, processing errors, frame deficiencies.

18 For more information on these sources of error, and on measures of these types of errors, including standard errors, refer to the main publications associated with each of the data series presented in this publication (see the relevant sections later in these Explanatory Notes). More information on standard errors applying to LFS estimates is contained in **Information Paper: Labour Force Survey Standard Errors, 2005** (cat. no. 6298.0). To assist users, a spreadsheet incorporating the revised standard error models using composite estimation is available from **Labour Force Survey Standard Errors, Data Cube, 2009** (cat. no. 6298.0.55.001).

ROUNDING

19 Estimates have been rounded and discrepancies may occur between sums of the component items and totals.

LABOUR FORCE SURVEY DATA

Description of the survey

20 Data in tables 1.1-1.7, 2.1-2.10, 3.1-3.3, and 4.1-4.6 are obtained from the Labour Force Survey (LFS), which provides extensive information about the labour market on a monthly basis. The LFS is a component of the Monthly Population Survey (MPS), which includes the LFS and supplementary surveys.

Monthly Population Survey

21 The MPS is a population survey based on a multi-stage area sample of private dwellings (currently about 23,000 houses, flats, etc.), and list samples of discrete Indigenous communities and non-private dwellings (hospitals, hotels, motels, etc.), and covers about 0.24% of the population of Australia. The information is obtained from occupants of selected dwellings by interviewers, with the first interview conducted face-to-face and subsequent interviews over the telephone. Once selected, households are included for eight consecutive months before being replaced.

Labour Force Survey

22 The LFS has been conducted on a monthly basis since February 1978. Prior to that, from 1964 to 1978, a national survey was conducted quarterly. Telephone interviewing was introduced between August 1996 and February 1997. New questionnaires have been introduced periodically, most recently in April 2001.

23 The LFS includes all usual residents of Australia aged 15 and over except:

- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from census and estimated population counts;
- overseas residents in Australia; and
- members of non-Australian defence forces (and their dependants) stationed in Australia.

24 From July 1993, Jervis Bay Territory has been excluded from the scope of the LFS.

Supplementary surveys

25 The supplementary surveys collect additional data on a different topic each month. Many topics covered are rotated on an annual or less frequent basis, while others are included once only. Results from each supplementary survey topic are released separately. A list of topics covered in recent years is in Appendix 3.

26 The supplementary surveys include a subset of the persons included in the LFS (see paragraph 20). The additional exclusions for most supplementary surveys are:

- persons living in Indigenous communities in very remote parts of Australia;
- institutionalised persons; and
- boarding school pupils.

Multi-Purpose Household Survey

27 The Multi-Purpose Household Survey (MPHS) was introduced in 2004-05. This survey vehicle is designed to provide statistics annually for a number of small, self contained topics, including a number of labour related topics. Data for MPHS topics are collected each month over a financial year. A list of topics covered in recent years is in Appendix 3.

28 In addition to those already excluded from the LFS, the following people are excluded from most MPHS topics:

- people under 15 years;
- people living in private dwellings in very remote parts of Australia;
- people living in non-private dwellings such as hotels, university residences, students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities) and inmates of prisons; and
- visitors to private dwellings.

29 Depending on the topic, there may be further exclusions from scope. For example, some MPHS topics collect information only from a certain population or interest group (e.g. information on retirement and retirement intentions is collected from people aged 45 years or over).

Reference period

30 Interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month, with questions relating to the week prior to the interview (the reference week).

Notes on data

31 From time to time, changes to survey methodology affect the time series produced. Some examples of changes to this survey are: new questions added to the LFS questionnaire in April 2001; and the introduction of telephone interviewing in 1996-97.

32 In February 2004 the definition of unemployed persons was changed to include all persons who were waiting to start work and were available to start in the reference week, with consequent revisions to data from April 2001 to January 2004. For further details, see [Information Paper: Forthcoming Changes to Labour Force Statistics, 2003](#) (cat. no. 6292.0).

33 In May 2007, an improved method of estimation, known as composite estimation, was introduced into the Labour Force Survey. In introducing this change the ABS revised unit record data from April 2001 to April 2007 based on the new estimation method. While estimates for periods prior to April 2001 are unrevised and were compiled using a different estimation method, no trend break was identified in the employed persons series. Also, no change was identified in the trend breaks in the unemployed persons and unemployment rate series which arose with the introduction of a redesigned survey form in April 2001. For further details, see [Information Paper: Forthcoming Changes to Labour Force Statistics, 2007](#) (cat. no. 6292.0).

34 The sample size of the Labour Force Survey for July 2008 was reduced by 24% when compared with the June 2008 sample. Detailed information about the sample reduction is provided in [Information Paper: Labour Force Survey Sample Design, Nov 2007 \(Second edition\)](#) (cat. no. 6269.0), which was released on 25 July 2008.

35 The Labour Force Survey sample has been re-instated. The sample re-instatement was phased in between September 2009 and December 2009, with the December 2009 estimates in [Labour Force, Australia](#) (cat. no. 6202.0) being the first produced under the fully re-instated sample. Details of the sample re-instatement are provided in [Information paper: Labour Force Survey Sample Design, Nov 2007 \(Third Edition\)](#) (cat. no. 6269.0) which was released on 1 October 2009.

Population benchmarks

36 Labour Force Survey estimates are calculated in such a way as to add up to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are projections of the most recently released quarterly Estimated Resident Population (ERP) data. For information on the methodology used to produce the ERP see [Australian Demographic Statistics](#) (cat. no. 3101.0). To create the population benchmarks for the Labour Force Survey, the most recently released quarterly ERP estimates are projected forward one quarter past the period for which they are required. The projection is based on the historical pattern of each population component - births, deaths, interstate migration and overseas migration. By projecting one quarter past that needed for the current population benchmarks, demographic changes are smoothed in, thereby making them less noticeable in the population benchmarks.

37 In March 2009 the ABS released the September 2008 issue of [Australian Demographic Statistics](#) (cat. no. 3101.0), which included a description of revisions to Net Overseas Migration (NOM) estimates. The revisions of NOM estimates would normally have contributed to population benchmarks underpinning estimates in the April 2009 issue of [Labour Force, Australia](#) (cat. no. 6202.0). However, due to the

size of the revisions, updating the population benchmarks using the existing methodology would have introduced a large amount of statistical noise into the timeseries. The ABS has decided to redevelop its methodology to improve the consistency of the timeseries. The ABS will revise Labour Force Survey population benchmarks from November 2007 in mid 2010. These will use population estimates published in the September 2009 issue of **Australian Demographic Statistics** (cat. no. 3101.0), released in March 2010. The revisions will affect estimates such as the number of persons employed and unemployed, but will have negligible effect on estimates of change or rates, such as the unemployment rate.

38 The ERP series are revised annually in the March quarter issue of **Australian Demographic Statistics** (cat. no. 3101.0), released in September each year, to incorporate more up to date information available for the population components. The revised ERP estimates are used to update the quarterly population projections used in creating the Labour Force Survey population benchmarks. Benchmarks already used in producing the Labour Force Survey estimates are not updated. A process of smoothing is used in the creation of population benchmarks to reduce the effect of these annual revisions to ERP estimates on the Labour Force Survey population benchmarks.

39 Every five years the ERP series are revised to incorporate additional information available from the latest Census of Population and Housing. Following the incorporation of Census information, the ERP series prior to the latest Census are final and subject to no further revision. Labour Force Survey population benchmarks, and the estimates, are revised following this 5-yearly revision in the ERP. From the February 2009 issue of this publication, labour force estimates have been compiled using population benchmarks based on the results of the 2006 Census of Population and Housing. Revisions were made in that issue to historical labour force estimates from January 2001 to January 2009.

Estimation method

40 The estimation method used in the Labour Force Survey is composite estimation, which was introduced in May 2007. Composite estimation combines data collected in the previous six months with current month's data to produce the current month's estimates, thereby exploiting the high correlation between overlapping samples across months in the Labour Force Survey. The Composite Estimator combines the previous and current months' data by applying different factors according to length of time in the survey. After these factors are applied, the seven months of data are weighted to align with current month population benchmarks. For details see **Information Paper: Forthcoming Changes to Labour Force Statistics, 2007** (cat. no. 6292.0).

Families series

41 The families estimates use family relationship information collected as part of the LFS. The survey questions used to determine family relationships are restricted to persons enumerated as usual residents of private dwellings. That is, the following persons are excluded from the family estimates:

- all persons enumerated in non-private dwellings (including hotels, motels, hospitals and other institutions); and
- persons enumerated as visitors to (rather than usual residents of) private dwellings.

42 Family relationship information is determined for persons enumerated as usual residents of private dwellings that are in scope of LFS. This information is also determined for some additional persons who are enumerated as usual residents of private dwellings and are:

- aged less than 15 years;
- out of scope of the LFS (i.e. persons who are permanent members of the Australian defence forces);
- away from their usual residence for more than six weeks; and
- for whom there was not a fully completed LFS questionnaire (but sufficient family relationship information was collected).

Further information and data on the LFS

43 LFS estimates are published monthly in **Labour Force, Australia** (cat. no. 6202.0). A series of time series spreadsheets are released at the same time as this publication under cat. no. 6202.0.55.001. More detailed estimates are released, in electronic format, one week later, under cat. no. 6291.0.55.001 for monthly data, or cat. no. 6291.0.55.003 for quarterly data. All electronic data can be accessed via the ABS website at <https://www.abs.gov.au>. Additional data are available on request.

44 For further information about the range of LFS products and services, and the concepts and methodology used in the LFS, refer to **Information Paper: Changes to Labour Force Survey Products** (cat. no. 6297.0), **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001) and **Labour Force Survey Standard Products and Data Item Guide, Dec 2009** (cat. no. 6103.0).

INTERNATIONAL DATA

45 Table 1.8 contains data from the International Labour Organisation.

46 Estimates of key indicators of the labour markets from selected countries have been included for comparison with Australian estimates of labour force participation, employment, unemployment and unemployment rates.

EMPLOYER SURVEY DATA

47 Tables 2.11-2.12, 5.1-5.3, 6.1-6.2 and 7.1 of this publication contain data from ABS employer surveys.

Scope of employer surveys

48 Except where otherwise noted, the sample for ABS labour employer surveys is selected from the ABS Business Register, which is primarily based on registrations to the Australian Taxation Office's (ATO) Pay As You Go Withholding scheme. The population is updated quarterly to take account of new businesses, businesses that have ceased employing, changes in employment levels, changes in industry, and other general business changes. Businesses excluded from the scope of the employer surveys are:

- those primarily engaged in Agriculture, forestry and fishing (except for the Survey of Employment and Earnings);
- private households employing staff;
- overseas embassies, consulates, etc.; and
- those located outside Australia.

PUBLIC SECTOR EMPLOYEES DATA

Description of the survey

49 Tables 2.11 and 2.12 contain employment data from the Survey of Employment and Earnings - Public Sector (SEE).

50 The Survey of Employment and Earnings was conducted on a quarterly basis from the September quarter 1983. The June quarter 2007 issue of the publication **Wage and Salary Earners, Public Sector, Australia** (cat. no. 6248.0.55.001) was the final issue. The quarterly survey has been replaced with an annual survey commencing with the 2007-08 reference year with data available in the publication **Employment and Earnings, Public Sector, Australia** (cat. no. 6248.0.55.002). The survey measures both the number of public sector wage and salary earners employed at the last pay period of the financial year and the total earnings paid to employees for the financial year.

Reference period

51 The reference period for employment is the last pay period of the financial year.

Notes on data

52 The private sector component of the Survey of Employment and Earnings was discontinued after the December quarter 2001.

53 The privatisation of Telstra Corporation in November 2006 significantly impacted the public sector employment series. Telstra Corporation was effectively privatised on 20 November 2006. For the purpose of ABS statistics this change from public sector to private sector is effective from March quarter 2007. For more information please see **Information Paper: Future Treatment of Telstra in ABS Statistics, 2007** (cat. no. 8102.0).

54 As a result of privatisation, Telstra Corporation was no longer in the scope of SEE, and Telstra data were excluded from the series from March quarter 2007. As a result, a trend break was applied to the Commonwealth government and total public sector employees series between November 2006 and February 2007.

Further information

55 For further information about data relating to public sector employees, and the concepts and methodology used, refer to **Employment and Earnings, Public Sector, Australia** (cat. no. 6248.0.55.002), and **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001).

WAGE PRICE INDEX DATA

56 Table 5.1 contains data from the **Labour Price Index, Australia** (cat. no. 6345.0) publication.

Description of the survey

57 The Labour Price Index (LPI) measures change in the price of labour in the Australian labour market, unaffected by changes in the quality or quantity of work performed, i.e. it is unaffected by changes in the composition of the labour force, hours worked, or changes in characteristics of employees (e.g. work performance). In the LPI, index numbers are compiled for a range of wage and non-wage costs. Information about the wage price indexes has been released for each quarter since September 1997. Approximately 20,000 matched jobs from 4,800 businesses are priced each quarter.

Reference period

58 The reference period for the survey is the last pay period ending on or before the third Friday of the mid-month of the quarter.

Further information

59 For further information about the range of products and services relating to the Wage Price Index, and the concepts and methodology used, refer to **Labour Price Index, Australia** (cat. no. 6345.0), the associated time series spreadsheets available from the ABS website and **Labour Price Index, Concepts, Sources and Methods** (cat. no. 6351.0.55.001).

AVERAGE WEEKLY EARNINGS DATA

60 Table 5.2 contains data from the Survey of Average Weekly Earnings (AWE).

Description of the survey

61 The Survey of Average Weekly Earnings has been conducted quarterly since August 1981. Approximately 5,500 businesses contribute to the survey each quarter. The purpose of the survey is to measure average gross weekly earnings of employee jobs in Australia.

62 Average weekly earnings statistics represent average gross (before tax) earnings of employees and do not relate to average award rates

nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of numbers of employees. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force.

Reference period

63 The reference period for the survey is the last pay period ending on or before the third Friday of the middle month of the quarter. For non-weekly payrolls, businesses are asked to provide one week's portion.

Notes on data

64 The privatisation of Telstra Corporation in November 2006 has significantly impacted on the private sector and public sector average weekly earnings series. Telstra Corporation was effectively privatised on 20 November 2006. For the purposes of ABS statistics this change from public sector to private sector is effective from March quarter 2007. The effect of this change is significant for both the private sector and public sector series. As a result, a trend break has been applied to both series between November 2006 and February 2007. For more information please see [Information Paper: Future Treatment of Telstra in ABS Statistics, 2007](#) (cat. no. 8102.0).

Further information

65 For further information about average weekly earnings statistics and the concepts and methodology used refer to [Average Weekly Earnings, Australia](#) (cat. no. 6302.0), and [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

NATIONAL ACCOUNTS DATA

66 Table 5.3 contains data from the Australian National Accounts.

67 Estimates of compensation of employees are contained within the Income Accounts of the Australian National Accounts, which are published in [Australian System of National Accounts](#) (cat. no. 5204.0) and [Australian Economic Indicators](#) (cat. no. 1350.0). For further information on how estimates are obtained, see [Australian System of National Accounts: Concepts, Sources and Methods](#) (cat. no. 5216.0).

INDUSTRIAL DISPUTES DATA

68 Tables 6.1 and 6.2 contain data from the Industrial Disputes collection.

Description of the survey

69 The ABS has been collecting information about industrial disputes since 1913. The Industrial Disputes collection produces estimates of the number of industrial disputes (where ten or more working days are lost), employees involved, and working days lost.

70 The scope of the Industrial Disputes collection is restricted to employing businesses at which an industrial dispute has occurred. These are identified through a range of sources, including media reports, listings obtained from industrial relations commissions and contact with government organisations, businesses, employer associations and trade unions. For this collection, industrial disputes are defined as work stoppages of ten working days or more. Ten working days are equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of the stoppage, e.g. 3,000 workers on strike for two hours would be counted as 750 working days lost (assuming they work an eight-hour day).

71 Effects on other establishments not directly involved in the dispute, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included in the scope of this collection.

Reference period

72 The collection reference period is the calendar quarter.

Further information

73 For further information about industrial disputes statistics, and the concepts and methodology used, refer to the electronic publication [Industrial Disputes, Australia](#) (cat. no. 6321.0.55.001), and [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

JOB VACANCIES DATA

74 Table 7.1 contains data from the Job Vacancies Survey (JVS).

Description of the survey

75 The Job Vacancies Survey has been conducted since November 1983 and is a quarterly sample survey of approximately 5,000 employers. The survey produces estimates of the number of job vacancies in Australia. The Job Vacancies Survey was not conducted during 2008-09 but was reinstated in November 2009.

Reference date

76 The reference date for the survey is the third Friday of the middle month of the quarter.

Notes on data

77 Prior to the August quarter 1999, job vacancies statistics were collected as part of the Job Vacancies and Overtime Survey. The overtime component of the survey ceased following the May quarter 1999.

78 The privatisation of Telstra Corporation in November 2006 impacted the private sector and public sector job vacancies series. For the purposes of ABS statistics this change from public sector to private sector was effective from March quarter 2007. For more information please see [Information Paper: Future Treatment of Telstra in ABS Statistics, 2007](#) (cat. no. 8102.0).

79 Although the privatisation of Telstra Corporation in November 2006 impacted on both the private and public sector series, the effect was significant only for the public sector series. As a result, a trend break was applied to the public sector series between November 2006 and February 2007.

80 As a result of JVS being suspended for 2008-09, there will be a gap in all series: original, seasonally adjusted and trend, for five quarters between August 2008 and August 2009 inclusive. The ABS cannot produce reliable estimates by collecting this missing data retrospectively, and has not been able to fill the gap with other data sources and modeling techniques.

81 For Further information on the changes to Job Vacancies Survey, refer to the [Information Paper, Reinstatement of Job Vacancies Survey](#) (cat. no. 6354.0.55.001).

Further information

82 For further information about the range of products and services relating to ABS job vacancies statistics, and the concepts and methodology used, refer to [Job Vacancies, Australia](#) (cat. no. 6354.0), [the associated time series spreadsheets available from the ABS website](#) and [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

Glossary

GLOSSARY

Active steps to find work

Includes writing, telephoning or applying in person to an employer for work; answering an advertisement for a job; checking factory noticeboards or the touchscreens at Centrelink offices; being registered with Centrelink as a jobseeker; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

Actual hours worked

The hours actually worked during the reference week, not necessarily hours paid for.

Adult employees

Adult employees are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

Aggregate monthly hours worked

Aggregate monthly hours worked measures the total number of actual hours worked by employed persons in a calendar month. It differs from the actual hours worked estimates (and the usual hours worked estimates) since these refer only to the hours worked in the reference week.

Actual and usual hours worked cannot be aggregated across time to produce either quarterly or annual estimates as they relate to only a single week in the month. In contrast, aggregate monthly hours worked estimates are a true monthly measure, and may be aggregated across time to produce both quarterly and annual estimates.

Average weekly hours worked

The total number of hours a group of employed persons has actually worked during the reference week, not necessarily hours paid for.

Attending full-time education

Persons aged 15-24 years who were enrolled full-time at secondary school, high school, Technical and Further Education (TAFE) college, university, or other educational institution in the reference week.

Average compensation per employee

National Accounts. The total compensation of employees divided by the number of employees.

Average earnings (National Accounts basis)

See **average compensation per employee**.

Average hours worked

Aggregate hours worked by a group divided by the number of persons in that group.

Average weekly earnings

Average weekly earnings represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees. For information about scope exclusions applying to employer surveys, refer to paragraph 48 of the Explanatory Notes.

Civilian population aged 15 years and over

All usual residents of Australia aged 15 years and over except members of the permanent defence forces, certain diplomatic personnel of overseas governments customarily excluded from census and estimated population counts, overseas residents in Australia, and members of non-Australian defence forces (and their dependants) stationed in Australia.

Commonwealth government employees

Employees of all departments, agencies and authorities created by or reporting to the Commonwealth Parliament. Those bodies run jointly by the Commonwealth Government and state governments are classified to Commonwealth.

Compensation of employees

National Accounts. The total remuneration, in cash or in kind, payable by enterprises to employees in return for work done by the employees during the accounting period. Compensation of employees comprises wages and salaries (in cash and in kind) and **employers' social contributions**. Compensation of employees is not payable in respect of unpaid work undertaken voluntarily, including the work done by members of a household within an unincorporated enterprise owned by the same household. Compensation of employees excludes any taxes payable by the employer on the wage and salary bill (e.g. payroll tax, fringe benefits tax). See [Australian System of National Accounts: Concepts, Sources and Methods](#) (cat. no. 5216.0) for further information.

Contributing family worker

A person who works without pay, in an economic enterprise operated by a relative.

Country of birth

Classified according to the [Standard Australian Classification of Countries \(SACC\)](#) (cat. no. 1269.0).

Couple families

A family based on two persons who are in a registered or de facto marriage and who are usually resident in the same household.

Dependants

All family members under 15 years, and all children aged 15-24 years attending full-time education (except those who have a partner or child of their own usually resident in the household).

Dependent child

Any child in a family under 15 years of age or aged 15-24 years who is attending full-time education (except those who have a partner or child of their own usually resident in the household).

Dependent student

A child who is 15-24 years of age, who is attending full-time education, and who has no partner or child of his or her own usually resident in the same household.

Discouraged jobseekers

Persons with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not actively looking for work was that they believed they would not find a job for any of the following reasons:

- considered to be too young by employers;
- considered to be too old by employers;
- lacked necessary schooling, training, skills or experience;
- difficulties because of language or ethnic background;
- no jobs in their locality or line of work;
- no jobs available at all; and
- no jobs in suitable hours.

Duration of unemployment

Duration of unemployment is the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked in any job for two weeks or more, until the end of the reference week; whichever was the shorter period.

Prior to April 2001, duration of unemployment was defined in the LFS as the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked full-time for two weeks or more, until the end of the reference week; whichever was the shorter period.

Employed

Employed persons include all persons aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and own account workers); or
- worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or
- were employees who had a job but were not at work and were:
 - away from work for less than four weeks up to the end of the reference week; or
 - away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or
 - away from work as a standard work or shift arrangement; or
 - on strike or locked out; or
 - on workers' compensation and expected to return to their job; or
- were employers or own account workers, who had a job, business or farm, but were not at work.

Employed full-time

See **full-time employed**.

Employed part-time

See **part-time employed**.

Employee

Labour Force Survey and other household surveys. A person who works for a public or private employer and receives remuneration in wages, salary, a retainer fee from their employer while working on a commission basis, tips, piece rates, or payment in kind, or a person who operates their own incorporated enterprise with or without hiring employees.

Employer surveys. Employees are wage and salary earners who received pay for any part of the reference period. For information about scope exclusions applying to employer surveys, refer to paragraph 48 of the Explanatory Notes.

Employee job

Wage Price Index (WPI). A job for which the occupant receives remuneration in wages, salary, payment in kind, or piece rates. All employee jobs in all employing organisations (except those excluded from all ABS labour employer surveys) are in scope of the WPI, except the following:

- 'non-maintainable' jobs (i.e. jobs that are expected to be occupied for less than six months of a year); and
- jobs for which wages and salaries are not determined by the Australian labour market (e.g. working proprietors of small incorporated enterprises, most employees of Community Development Employment Programs, jobs where the remuneration is set in a foreign country).

For information about scope exclusions applying to employer surveys, refer to paragraph 48 of the Explanatory Notes.

Employer

Labour Force Survey and other household surveys. A person who operates their own unincorporated economic enterprise or engages independently in a profession or trade, and hires one or more employees.

Employer surveys. A business with one or more employees.

Employers' social contributions

National Accounts. Contributions by employers to pension and superannuation funds; and premiums paid by employers to workers' compensation schemes for occupational injuries and diseases.

Employment to population ratio

For any group, the number of employed persons expressed as a percentage of the civilian population in the same group.

Extended labour force underutilisation rate

The unemployed, plus the underemployed, plus two groups who are marginally attached to the labour force:

- (i) persons actively looking for work, not available to start work in the reference week, but available to start work within four weeks; and
- (ii) discouraged jobseekers

as a percentage of the labour force augmented by (i) and (ii).

For more information see datacube 'Table 1.1. Extended Labour Force Underutilisation Rate' and the Technical Report 'Extended Labour Force Underutilisation Rate' in the July 2009 issue of this publication.

Family

Two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering; and who are usually resident in the same household. The basis of a family is formed by identifying the presence of a couple relationship, lone parent-child relationship or other blood relationship. Some households will, therefore, contain more than one family.

Family reference person

In families which are not couple families or one-parent families, as defined, the family reference person is the eldest person in the household.

Former workers

Unemployed persons who have previously worked for two weeks or more but not in the last two years.

Full-time educational attendance

Persons aged 15-19 who, during the reference week were enrolled full-time at secondary or high schools, and those aged 15-24 who, during the reference week, were enrolled full-time at a Technical and Further Education (TAFE) college, university, or other tertiary educational institution.

Full-time employed

Household surveys. Persons employed full-time are those employed persons who usually worked 35 hours or more a week (in all jobs) and those who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

Full-time employees

Employer surveys. Full-time employees are permanent, fixed term or casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

Gross domestic product (GDP)

National Accounts. The total market value of goods and services produced in Australia within a given period after deducting the cost of goods and services used up in the process of production but before deducting allowances for the consumption of fixed capital. Thus gross domestic product, as here defined, is at 'market prices'. It is equivalent to gross national expenditure plus exports of goods and services less imports of goods and services. See [Australian System of National Accounts: Concepts, Sources and Methods](#) (cat. no. 5216.0) for further information.

Household

A group of one or more persons in a private dwelling who consider themselves to be separate from other persons (if any) in the dwelling, and who make regular provision to take meals separately from other persons, i.e. at different times or in different rooms. Lodgers who receive accommodation but no meals are treated as separate households. Boarders who receive both accommodation and meals are not treated as separate households. A household may consist of any number of families and non-family members.

Industrial dispute

An industrial dispute is defined as a state of disagreement over an issue or group of issues between an employer and its employees, which results in employees ceasing work. Industrial disputes comprise strikes, which are a withdrawal from work by a group of employees; and lockouts, which are a refusal by an employer or group of employers to permit some or all of their employees to work.

Industry

An industry is a group of businesses or organisations that perform similar sets of activities in terms of the production of goods and services. Industry is classified according to the [Australian and New Zealand Standard Industrial Classification \(ANZSIC\), 2006](#) (cat. no. 1292.0). The industry assigned to an employed person is the industry of the organisation in which the person's main job is located. Unemployed persons who had worked for two weeks or more in the last two years are classified according to the industry of their most recent job.

Job leavers

Unemployed persons who have worked for two weeks or more in the past two years and **left that job voluntarily** - that is, because (for example): of unsatisfactory work arrangements/pay/hours; the job was a holiday job or they left the job to return to studies; or their last job was running their own business and they closed down or sold that business for reasons other than financial difficulties.

Job losers

Unemployed persons who have worked for two weeks or more in the past two years and **left that job involuntarily**: that is, they were laid off or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal or temporary; or their last job was running their own business and the business closed down because of financial difficulties.

Job vacancy

A job vacancy is an employee job available for immediate filling on the survey reference date and for which recruitment action has been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are vacancies:

- for jobs which became vacant on the survey date and were filled that same day;
- for jobs of less than one day's duration;
- to be filled by persons already hired, or by promotion or transfer of existing employees;
- to be filled by employees returning from paid or unpaid leave or after industrial dispute(s);
- not available for immediate filling on the survey reference date;
- for work to be carried out by contractors;
- for which no recruitment action has been taken;
- where a person has been appointed but has not yet commenced duty;
- to be filled by staff from contract labour agencies; and
- for jobs available only to persons already employed by the enterprise or organisation.

For information about scope exclusions applying to employer surveys, refer to paragraph 48 of the Explanatory Notes.

Labour force

The labour force is the labour supply available for the production of economic goods and services in a given period, and is the most widely used measure of the economically active population. Persons in the labour force are classified as either employed or unemployed according to their activities during the reference period by using a specific set of priority rules.

Labour force status

A classification of the civilian population aged 15 years and over into employed, unemployed or not in the labour force, as defined. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

Labour force underutilisation rate

The unemployed plus the underemployed, as a percentage of the labour force.

Local government employees

Employees of municipalities and shires and other local authorities created by or subject to the provisions of local government legislation, such as county councils in New South Wales.

Lone parent

A person who has no spouse or partner present in the household but who forms a parent-child relationship with at least one dependent or non-dependent child usually resident in the household.

Lone person

A person who makes provision for their food and other essentials for living, without combining with any other person to form part of a multi-person household. They may live in a dwelling on their own or share a dwelling with another individual or family.

Long-term unemployed

Persons unemployed for 12 months or more. See **duration of unemployment** for details of the calculation of duration of unemployment.

Long-term unemployment rate

The number of long-term unemployed persons expressed as a percentage of the labour force.

Marginal attachment to the labour force

Persons who were not in the labour force in the reference week, wanted to work, and:

- were actively looking for work but did not meet the availability criteria to be classified as unemployed; or
- were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available.

The criteria for determining those in the labour force are based on activity (i.e. working or looking for work) and availability to start work during the reference week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work and reasons for not actively looking for work, are more subjective. Hence, the measurement against these criteria is affected by the respondent's own interpretation of the concepts used. An individual respondent's interpretation may be affected by their work aspirations, as well as family, economic and other commitments.

Marital status

See **social marital status**.

Mean age

The sum of the ages of all the persons in a group, divided by the total number of persons in that group.

Mean duration of unemployment

The sum of the duration of unemployment of all the unemployed persons in a group, divided by the total number of unemployed persons in that group.

Median age

The age which divides a group of persons into two equal groups: one comprising persons whose age is above the median; and the other, persons whose age is below it.

Median duration of unemployment

The duration which divides unemployed persons into two equal groups: one comprising persons whose duration of unemployment is above the median; and the other, persons whose duration is below it.

Non-dependent child

A child of a couple or lone parent usually resident in the household, aged over 15 years and who is not a dependent student aged 15-24 years, and who has no partner or child of their own usually resident in the household.

Non-family member

A person who is not related to any other member of the household in which they are living.

Not in the labour force

Persons who were not classified as employed or unemployed.

Occupation

An occupation is a collection of jobs that are sufficiently similar in their main tasks to be grouped together for the purposes of classification. Occupation is classified according to the **ANZSCO Australian and New Zealand Standard Classification of Occupations, First Edition, 2006** (cat. no. 1220.0). The occupation assigned to an employed person relates to the person's main job. Unemployed persons who had worked for two weeks or more in the last two years are classified according to the occupation of their most recent job.

One-parent family

A family consisting of a lone parent with at least one dependent or non-dependent child (regardless of age) who is also usually resident in the household.

Ordinary time earnings

See **weekly ordinary time earnings**.

Original series

Estimates produced directly from the survey data, before seasonal adjustment or trend estimation takes place.

Other family

Related individuals residing in the same household who do not form a couple or parent-child relationship with any other person in the household and are not attached to a couple or one parent family in the household. If two brothers, for example, are living together and neither is a spouse, a lone parent or a child, then they are classified as 'other family'.

Overtime earnings

See **weekly overtime earnings**.

Own account workers

People who operate their own unincorporated economic enterprise or engaged independently in a profession or trade, and hired no employees.

Owner managers of incorporated enterprises

People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). These people are classified as employees under 'status in employment'. Technically they are employees, however, they are similar in characteristics to owner managers of unincorporated enterprises.

Owner managers of unincorporated enterprises

People who operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession. These people are classified as employers under 'status in employment' if their business has employees, or own account workers if they do not.

Participation rate

The labour force participation rate for any group within the population is the labour force component of that group, expressed as a percentage of the population in that group.

Part-time employed

Household surveys. Persons employed part-time are those employed persons who usually worked less than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work in the reference week.

Reason for leaving last job

Unemployed persons who had worked for two weeks or more in the past two years classified by whether they left that job voluntarily, that is, job leavers; or left that job involuntarily, that is, job losers.

Seasonally adjusted series

A time series of estimates with the estimated effects of normal seasonal variation removed. See paragraphs 7-16 of the Explanatory Notes for more detail.

Social marital status

Social marital status is the relationship status of an individual with reference to another person who is usually resident in the household. A marriage exists when two people live together as husband and wife, or partners, regardless of whether the marriage is formalised through registration. Individuals are, therefore, regarded as married if they are in a de facto marriage, or if they are living with the person to whom they are registered as married.

State capital cities

The areas determining the six state capital cities are the Statistical Divisions for those capital cities defined in the **Statistical Geography: Volume 1 - Australian Standard Geographical Classification (ASGC)** (cat. no. 1216.0).

State government employees

Employees of all State government departments and authorities created by, or reporting to, State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility. Following self-government, the Northern Territory and the Australian Capital Territory administrations have been classified to State Governments. Employees of State Governments employed interstate are included in the estimates of the State in which they are based.

Status in employment

Employed persons classified by whether they were employees, employers, own account workers or contributing family workers.

Total earnings

See **weekly total earnings**.

Total hourly rates of pay index excluding bonuses

Wage Price Index. This index measures quarterly change in a weighted combination of ordinary time and overtime hourly rates of pay. See **Labour Price Index, Australia** (cat. no. 6345.0) for more information.

Trend series

A smoothed seasonally adjusted series of estimates. See paragraphs 7-16 of the Explanatory Notes for more detail.

Underemployed workers

Underemployed workers are employed persons who want, and are available for, more hours of work than they currently have. They comprise:

- persons employed part-time who want to work more hours and are available to start work with more hours, either in the reference week or in the four weeks subsequent to the survey; and
- persons employed full-time who worked part-time hours in the reference week for economic reasons (such as being stood down or insufficient work being available). It is assumed that these people wanted to work full-time in the reference week and would have been available to do so.

Underemployment rate

The number of underemployed workers expressed as a percentage of the labour force.

Unemployed

Persons aged 15 years and over who were not employed during the reference week, and

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week; or
- were waiting to start a new job within four weeks from the end of the reference week and could have started in the reference week if the job had been available then.

Unemployed looking for first full-time job

Unemployed persons looking for full-time work who had never worked full-time for two weeks or more.

Unemployed looking for first job

Unemployed persons who had never worked for two weeks or more.

Unemployed looking for full-time work

Unemployed persons who:

- actively looked for full-time work; or
- were waiting to start a new full-time job.

Unemployed looking for part-time work

Unemployed persons who:

- actively looked for part-time work only; or
- were waiting to start a new part-time job.

Unemployment rate

The number of unemployed persons expressed as a percentage of the labour force.

Unemployment to population ratio

For any group, the number of unemployed persons expressed as a percentage of the civilian population aged 15 and over in the same

group.

Usual hours worked

The hours usually worked per week by an employed person.

Wage and salary earners

See **employee**.

Weekly ordinary time earnings

Weekly ordinary time earnings refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work, calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included are piecework payments and one week's portion of regular production and task bonuses and commissions. Excluded are overtime payments and payments not related to the reference period, e.g. bonus payments for earlier periods of work.

Weekly overtime earnings

Weekly overtime earnings refers to payment for hours worked in the reference week in excess of award, standard or agreed hours of work, calculated before taxation and any other deductions (e.g. superannuation) have been made.

Weekly total earnings

Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

Working days lost

Refers to working days lost by employees directly and indirectly involved in the dispute.

Working days lost per thousand employees

Calculated for a quarterly period by dividing the total number of working days lost in the period by the total number of employees in the Australian labour force in the period (obtained from the ABS Labour Force Survey) and multiplying by 1,000.

Abbreviations

ABBREVIATIONS

ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASGC	Australian Standard Geographical Classification
ATO	Australian Taxation Office
AWE	average weekly earnings
EEH	Survey of Employee Earnings and Hours
ERP	estimated resident population
GDP	gross domestic product
ID	industrial disputes
ILO	International Labour Organization
JVS	Job Vacancies Survey
LFS	Labour Force Survey
LPI	labour price index
MPHS	Multipurpose Household Survey
MPS	Monthly Population Survey
qtr	quarter
RSE	relative standard error
SEE	Survey of Employment and Earnings
WPI	wage price index

Data sources for tables (Appendix)

APPENDIX 1 DATA SOURCES FOR TABLES

HOW TO FIND DATA SOURCES

All ABS statistics on the ABS website can be downloaded free of charge.

To find a labour market related publication, spreadsheet or datacube on the ABS website, go to <https://www.abs.gov.au> [Statistics - By Catalogue Number - 6. Labour Statistics and Prices]. All products can be accessed by catalogue number and subject e.g. to find the publication **Labour Force, Australia** (cat. no. 6202.0), look under '62. Labour force'. Select '6202.0 - Labour Force, Australia' and from the Summary tab select the Details tab.

No.	Table description	Data source	Notes
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1.1 Labour force status: trend series	Labour Force, Australia (cat. no. 6202.0)	
1.2 Age by marital status	6202.0.55.001 spreadsheet table 1	
1.3 States and territories	6291.0.55.001 spreadsheet table 1 Labour Force, Australia (cat. no. 6202.0)	Excludes Capital city/balance of state
1.4 Educational attendance	6291.0.55.001 spreadsheet table 2	More detailed Age
1.5 Country of birth	6291.0.55.001 spreadsheet table 3a 6291.0.55.001 data cube LM4 6291.0.55.001 data cube LM5 6291.0.55.001 data cube LM6 6291.0.55.001 data cube LM7	Includes Sex, State, less detailed Country of birth Includes Sex, Age, State, less detailed Country of birth Includes Sex, State Includes Sex, State, less detailed Country of birth
Year of arrival	6291.0.55.001 data cube LM4 6291.0.55.001 data cube LM7	Includes Sex, State, less detailed Country of birth Includes Sex, State, less detailed Country of birth
1.6 Relationship in household	6291.0.55.001 data cube FM1 6291.0.55.001 data cube FM2 6291.0.55.001 data cube FM3 6291.0.55.001 data cube FM4	Includes State Includes Age Includes Hours worked Unemployed persons only, includes Duration of unemployment
1.7 Families	6224.0.55.001 data cube FA2	
1.8 International comparisons	International Labour Organisation, LABORSTA database: http://laborsta.ilo.org	
2.1 Industry: trend	6291.0.55.003 spreadsheet table 4	Includes Employed full-time, Employed part-time
2.2 Industry: divisions and subdivisions	6291.0.55.003 spreadsheet table 6 6291.0.55.003 data cube EO3 6291.0.55.003 data cube EO5 6291.0.55.003 data cube EO6	Includes Sex, State, Hours worked, less detailed Industry Includes Sex, Age, Status in employment, Hours worked Includes Sex, State, Status in employment, Hours worked, more detailed Occupation
2.3 Occupation	6291.0.55.003 spreadsheet table 7 6291.0.55.003 spreadsheet table 12 6291.0.55.003 data cube EO7 6291.0.55.003 data cube EO8	Less detailed Occupation Includes Hours worked, less detailed Occupation Includes Age, Hours worked, Status in employment Includes State, Status in employment, more detailed Occupation
2.4 Industry and occupation by full-time/part-time status	6291.0.55.003 data cube EO9	Includes State, Hours worked
2.5 Industry by status in employment	6291.0.55.003 data cube EO4 6291.0.55.003 data cube EO5 6291.0.55.003 data cube EO6	Includes Sex, State, excludes Industry Includes Sex, Age, more detailed Industry Includes Sex, State, more detailed Industry
Occupation by status in employment	6291.0.55.003 data cube EO4 6291.0.55.003 data cube EO7 6291.0.55.003 data cube EO8	Includes Sex, State, excludes Occupation Includes Sex, Age, more detailed Occupation Includes Sex, State, more detailed Occupation
Hours worked in all jobs by status in employment	6291.0.55.001 spreadsheet table 8 6291.0.55.003 spreadsheet table 13 6291.0.55.003 data cube EO4 6291.0.55.003 data cube EO5 6291.0.55.003 data cube EO6 6291.0.55.003 data cube EO7 6291.0.55.003 data cube EO8	Excludes Hours worked, includes Sex, Employed full-time, Employed part-time Includes Sex Includes Sex, State Includes Sex, Age, Industry Includes Sex, State, Industry Includes Sex, Age, Occupation Includes Sex, State, Occupation
2.6 Average hours worked in all jobs by Industry	6291.0.55.003 spreadsheet table 11 6291.0.55.003 data cube EO3 6291.0.55.003 data cube EO5 6291.0.55.003 data cube EO6 6291.0.55.003 data cube EO9 6291.0.55.003 spreadsheet table 12	Includes State Includes Age, Status in employment, more detailed Industry Includes State, Status in employment, more detailed Industry Includes State, Occupation
Actual hours worked in all jobs	6291.0.55.003 data cube EO7 6291.0.55.003 data cube EO8 6291.0.55.003 data cube EO9	Includes Age, Status in employment, more detailed Occupation Includes State, Status in employment, more detailed Occupation Includes State, Industry
2.7 Actual hours worked in all jobs	6291.0.55.001 spreadsheet table 9 6291.0.55.003 spreadsheet table 11 6291.0.55.003 spreadsheet table 12 6291.0.55.003 spreadsheet table 13 6291.0.55.001 data cube EM1 6291.0.55.003 data cube EO3 6291.0.55.003 data cube EO4	Includes Industry Includes Occupation Includes Status in employment Includes Age, State Includes State, Industry Includes State, Status in employment
2.8 Actual hours worked in all jobs	6291.0.55.001 spreadsheet table 9 6291.0.55.003 spreadsheet table 11 6291.0.55.003 spreadsheet table 12 6291.0.55.003 spreadsheet table 13 6291.0.55.001 data cube EM1 6291.0.55.003 data cube EO3 6291.0.55.003 data cube EO4	Includes Industry Includes Occupation Includes Status in employment Includes Age, State Includes State, Age Includes State, Status in employment
Usual hours worked in all jobs	6291.0.55.001 spreadsheet table 10 6291.0.55.001 data cube EM3	Includes Age, State

		6291.0.55.001 data cube EM1	Includes State, Industry
2.9	Full-time workers who worked less than 35 hours in all jobs	6291.0.55.003 data cube EM2	Includes Age, State, Hours worked
2.10	Future employment expectations by whether been with current employer/business less/more than 12 months	6291.0.55.003 data cube EO2	Includes Future employment expectations, whether been with current employer/business less/more than 12 months, State, Age
2.11	Public sector employees: state and territories	Employment and Earnings, Public Sector, Australia, 2008-09 (cat. no. 6248.0.55.002)	
2.12	Public sector employees: Industry	Employment and Earnings, Public Sector, Australia, 2008-09 (cat. no. 6248.0.55.002)	
3.1	Unemployed persons: duration of unemployment by age	6291.0.55.001 data cube UM2	Excludes Age, median duration of employment
3.2	Long-term unemployed	6291.0.55.001 data cube UM3 6291.0.55.001 spreadsheet table 14B	Excludes median Duration of unemployment
		6291.0.55.001 data cube UM2	Excludes trend data, includes State, more detailed Duration of unemployment
		6291.0.55.001 data cube UM3	Excludes trend data, includes State, Age
3.3	Unemployed persons: reason for unemployment by industry	6291.0.55.003 data cube UQ1	Excludes Industry of last job
		6291.0.55.003 data cube UQ1	Excludes Industry of last job
	Unemployed persons: reason for unemployment by occupation	6291.0.55.003 data cube UQ1	Excludes Occupation of last job
4.1	Underutilised labour: trend series	6202.0 spreadsheet table 21	Includes Underemployed workers, Underemployment rate, Underutilisation rate, Age, Sex
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Related publications (Appendix)

APPENDIX 3 RELATED PUBLICATIONS

Title	cat. no.	Frequency	Reference period
Labour force supplementary surveys			
Childhood Education and Care, Australia	4402.0	Irregular	Jun 2008 (Reissue)
Child Employment, Australia	6211.0	Irregular	Jun 2006
Education and Work, Australia	6227.0	Annual	May 2009
Employee Earnings, Benefits & Trade Union Membership, Australia	6310.0	Annual	Aug 2009
Forms of Employment, Australia	6359.0	Annual	Nov 2009
Job Search Experience, Australia	6222.0	Annual	Jul 2009
Labour Force Experience, Australia	6206.0	Biennial	Feb 2009
Labour Force Status & Other Characteristics of Recent Migrants, Australia	6250.0	Triennial	Nov 2007
Labour Mobility, Australia	6209.0	Biennial	Feb 2008
Locations of Work, Australia	6275.0	Irregular	Nov 2008
Multiple Jobholding, Australia(a)	6216.0	Discontinued	Aug 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	Sep 2009

	Retrenchment & Redundancy, Australia(b)	6266.0	Discontinued	Jul 2001
	Underemployed Workers, Australia	6265.0	Annual	Sep 2009
	Working Time Arrangements, Australia	6342.0	Triennial	Nov 2009
Multi purpose household surveys				
	Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	Jul 2008 to Jun 2009
	Retirement and Retirement Intentions, Australia(c)	6238.0	Biennial	Jul 2008 to Jun 2009
	Work-Related Injuries, Australia	6324.0	Four-yearly	2005-06
Sub-annual labour surveys				
	Average Weekly Earnings, Australia	6302.0	Quarterly	Feb 2010
	Industrial Disputes, Australia	6321.0.55.001	Quarterly	Mar 2010
	Job Vacancies, Australia	6354.0	Quarterly	May 2010
	Labour Force, Australia	6202.0	Monthly	May 2010
	Labour Price Index, Australia	6345.0	Quarterly	Mar 2010
	Wage & Salary Earners, Public Sector, Australia(d)	6248.0.55.001	Discontinued	Jun qtr 2007
Other labour surveys				
	Employment and Earnings, Public Sector, Australia(d)	6248.0.55.002	Annual	2008-09
	Employee Earnings & Hours, Australia	6306.0	Biennial	Aug 2008
	Employer Training Expenditure & Practices, Australia	6362.0	Irregular	2001-02
	Employment Arrangements, Retirement & Superannuation, Australia	6361.0	Irregular	Apr to Jul 2007 (reissue)
	Labour Costs, Australia	6348.0.55.001	Irregular	2002-03
	Labour Force Characteristics of Aboriginal and Torres Strait Islander Australians, Estimates from the Labour Force Survey	6287.0	Annual	2009
	Labour Force, Australia: Labour Force Status and Other Characteristics of Families	6224.0.55.001	Annual	Jun 2009
Confidentialised Unit Record Files (CURFs)				
	Australians' Employment and Unemployment Patterns, CURF, 1994-1997	6286.0.30.001	Discontinued	1994-97
	Australians' Employment and Unemployment Patterns, 1994-1997: Expanded CURF	6286.0.55.001	Irregular	1994-97
	Australians' Employment and Unemployment Patterns: Expanded CURF, Technical Paper	6286.0.55.002	Irregular	1994-97
	Microdata: Childhood Education and Care, Expanded CURF, Australia	4402.0.55.001	Irregular	Jun 2008
	Childhood Education and Care, Australia, Expanded CURF, Technical Manual	4402.0.55.002	Irregular	Jun 2008
	Employee Earnings and Hours, Australia, Expanded CURF, Technical Manual	6306.0.55.002	Irregular	May 2006
	Microdata: Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Basic and Expanded CURF, Australia	6202.0.30.001	Biennial	Aug 2008
	Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia: Basic CURF, Technical Paper	6202.0.30.002	Biennial	Aug 2008
	Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia: Expanded CURF	6202.0.30.003	Biennial	Aug 2006
	Labour Force Survey and Labour Mobility, Australia: Basic and Expanded CURF	6202.0.30.004	Irregular	Feb 2008
	Labour Force Survey and Labour Mobility, Australia: Basic and Expanded CURF, Technical Manual	6202.0.30.005	Irregular	Feb 2008
	Microdata: Employment Arrangements, Retirement and Superannuation, Expanded CURF, Australia	6361.0.55.001	Irregular	Apr to Jul 2007
	Microdata: Employee Earnings and Hours, Expanded CURF, Australia	6306.0.55.001	Irregular	May 2006
	Technical manual: Survey of Education and Training, Australia, Basic and Expanded CURFs, Australia	6278.0.55.001	Irregular	2009
	Microdata: Survey of Education and Training, Australia, Basic CURF, Australia	6278.0.55.002	Irregular	2009
	Survey of Education and Training, Australia, Expanded CURF, Technical Manual	6278.0.55.003	Irregular	2005
	Microdata: Survey of Education and Training, Australia, Expanded CURF, Australia	6278.0.55.004	Irregular	2009
	Microdata: Survey of Education and Work, Basic CURF, Australia, May 2009	6227.0.30.001	Biennial	2009
	Survey of Income and Housing - CURF, Technical Manual	6541.0	Irregular	2007-08
	Microdata: Income and Housing, Basic and Expanded CURF, Australia, 2007-08	6541.0.30.001	Irregular	2007-08
Information papers and other reference material				
	ABS Labour Market Statistics, Australia	6106.0.55.001	Irregular	2003
	Expansion of Hours Worked Estimates from the Labour Force Survey	6290.0.55.001	Irregular	2009
	Australian National Accounts: Concepts, Sources & Methods	5216.0	Irregular	2000
	Changes to ABS Measures of Employee Remuneration	6313.0	Irregular	2006
	Changes to Labour Force Survey Products	6297.0	Irregular	2003
	Estimating Average Annual Hours Worked	1352.0.55.077	Irregular	Jun 2006
	Forthcoming Changes to Labour Forces Statistics	6292.0	Irregular	2007
	Improvements to Family Estimates from the Labour Force Survey	6224.0.55.002	Irregular	2008
	Labour Force Survey Sample Design	6269.0	Irregular	Nov 2007 (third edition)
	Labour Force Survey Standard Errors	6298.0	Irregular	2005
	Labour Force Survey Standard Errors, Data Cube	6298.0.55.001	Irregular	Oct 2009
	Labour Force Survey Standard Products and Data Item Guide	6103	Irregular	Dec 2009
	Labour Price Index: Concepts, Sources & Methods	6351.0.55.001	Irregular	2004
	Labour Statistics: Concepts, Sources & Methods	6102.0.55.001	Irregular	Apr 2007
	Labour Statistics in Brief, Australia	6104.0	Annual	2010
	Labour Statistics News	6106.0	Biannual	Feb 2010
	Questionnaires Used in the Labour Force Survey	6232.0	Irregular	2004
	Year Book, Australia	1301.0	Annual	2009-10
Other publications				
	Australian Economic Indicators	1350.0	Monthly	Jul 2010
	Australian National Accounts: National Income, Expenditure & Product	5206.0	Quarterly	Mar 2010
	Australian Social Trends	4102.0	Quarterly	Jun 2010
	Australian System of National Accounts	5204.0	Annual	2008-09
	Business Indicators, Australia	5676.0	Quarterly	Mar 2010
	Census of Population & Housing: Selected Education & Labour Force Characteristics, Australia	2017.0	Irregular	2001
	Education & Training Indicators, Australia	4230.0	Irregular	2002
	General Social Survey: Summary Results, Australia	4159.0	Irregular	2006

Government Benefits, Taxes & Household Income, Australia	6537.0	Irregular	2003-04
Household Income & Income Distribution, Australia	6523.0	Biennial	2007-08
Measures of Australia's Progress	1370.0	Irregular	2006 (reissue)
Regional Wage & Salary Earner Statistics, Australia	5673.0.55.001	Irregular	2003-04
Superannuation: Coverage & Financial Characteristics, Australia	6360.0	Irregular	2000
Voluntary Work, Australia	4441.0	Irregular	2006

(a) Related data available from Labour Mobility.

(b) Previously conducted as a labour force supplementary survey until 1997, data now collected as part of the Multi Purpose Household Survey.

(c) Previously conducted as a labour force supplementary survey in 2000, data now collected as part of the Multi Purpose Household Survey.

(d) The quarterly survey of Employment and Earnings, Public Sector has been replaced with an annual survey, commencing with the 2007-08 reference year. As a result, the June quarter 2007 was the final issue of Wage and Salary Earners, Public Sector, Australia (cat. no. 6248.0.55.001). Data from the annual survey are released in Employment and Earnings, Public Sector, Australia (cat. no. 6248.0.55.002).

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